



August 5, 2025

Dear President Tetley and Provost Rankin,

Thank you for last Wednesday's answer to my letter of July 23rd concerning the University and the President's renewed commitment to equity, and its meaning in the context of difficult financial times.

CUASA did receive the invitation to union executives to write to Deloitte about the Efficiency and Accountability Fund Review on behalf of our members. While the invitation for feedback has come very late in the review process with a very short turnaround time (15 days), and notably during the summer semester when many of our members are engaged in research off campus, we are planning our response for the August 15 deadline.

The invitation noted that Deloitte "is working to identify efficiencies and best practices in areas such as governance, administrative and student services, academic programming, facilities, procurement and revenue generation opportunities" with no mention of considerations of safeguarding equity. This is concerning as a commitment to equity certainly requires forefronting equity concerns in these deliberations.

While we trust that the input of the union executives will be taken into serious account in the Efficiency and Accountability Review, we hope that your commitment to equity extends beyond this process. I note that your letter does not provide specific answers to the four topics of concern CUASA listed in our meeting and in the second half of my letter, namely:

1. How does equity figure into ongoing decisions regarding reductions of services due to the structural budget deficit since the Fall of 2024?
2. How will Carleton protect the level of engagement required from Faculty and Librarians for equitable education when considering increasing class sizes and supervisory ratios; especially how will the support of equity deserving students be managed with fewer of us?
3. What is Carleton's plan to protect equity related research? In particular, what are Carleton's plans to better equity related research funds
4. In what way will Carleton's graduate training and Faculty/Librarian retention efforts protect and enhance the landscape of equity on a wider, national scale?

While we understand that you might not have immediate or complete answers, please do let us know the plans and processes you are putting in place to address these questions. Beyond the review we hope that you will provide CUASA members with

specific means by which the members of the Carleton community might better engage directly with the administration on these and other questions of equity.

Thank you both for your consideration,

dominique marshall

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