

## Equity Action Planning Task Force (EAPT)

Monday, May 6, 2024, at 9:00am  
President's Boardroom F303

### Attendance:

- Traci Malkowski
- Kevin Wamsley
- Talena Jackson
- Serena Kataoka
- Gail Driedger
- Veronica Afonso
- Sarah Taylor
- Kyle Anderson
- Emily Couchie
- Chris Greco (virtual)
- Quinn Erskine (virtual)
- Natalya Brown (virtual)
- Ann-Barbara Graff (virtual)
- Charles Anyinam (virtual)

### Not in Attendance:

- Jenny Mackie
- Harikesh Panchal  
Tajon Eccleston-Graham
- Jeannie Metis

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### Welcome

- New OPSEU Executive representative, welcome Gail!

A thank you from the President on taking steps towards inclusion and all of the work individuals on this committee do in terms of equity.

### 1) Terms of Reference

- The committee agreed by consensus that the last draft of the terms of reference could be finalized.

### 2) Set up Groups for Scoring

- All individuals will be involved in reviewing submissions.
- Thank you to individuals who assisted in creating the presentation and information in the PowerPoint regarding possible group structures and voting. It is very helpful for committee members.
- The committee reviewed the different scoring group structures. The committee agreed by consensus that the structure would be 5 groups, 10 votes weighted, per the PowerPoint.
- Who will be in the five separate groups? There will always be one group of upper administration with the collective vote. Who will be in the four other groups?

- There are two ways to discuss: a mix of faculty, staff, students, and other groups on the committee or groups that are reflective of an employment group.
- Discussion surrounding committee member participation. There are a few groups that haven't been attending meetings regularly, both Kevin and Traci will reach out to ensure they will be available to participate.

Groups:

- 1) Sarah and Ann-Barbara (1 collective vote)
- 2) NUBASE, Faculty1, Support Staff1
- 3) NUSU, Faculty2, Support Staff2
- 4) NUICE, Faculty3, Uni Group1
- 5) Equity, Mgmt Rep, Uni Group2

There are four non-voting members.

### **3) Communication to the community**

- EAPT content for the webpage – will add the terms of reference, the membership group, the meeting agendas, meeting notes, role and purpose and send an update to the committee for review.
- Draft a community email or correspondence that will provide a link to the webpage and share the [eapt@nipissingu.ca](mailto:eapt@nipissingu.ca) email account.