

The Support Network for Academics and Students of Colour + Allies (SNAC+) stands in solidarity with the University of Lethbridge Faculty Association (ULFA). At SNAC+ we recognize that labour issues are equity issues. Like other forms of labour, academic labour is gendered, racialized, and structured around normative, non-reproductive, non-disabled bodies, and neuro-typical minds. We believe that the working conditions of professors, instructors and teachers are the learning conditions of students. If marginalized workers cannot have fair working conditions, marginalized students will not have fair learning conditions. ULFA members deserve fair working conditions. Students deserve faculty members with fair workloads, and both the classroom support and working conditions to do their best work.

Faculty at the University of Lethbridge have seen their course enrolments double in the last five years without any commensurate teaching or classroom support and without commensurate pay raises. Sessional instructors and term instructors at the University of Lethbridge have had increased workloads without increased pay, without classroom support, and they receive some of the lowest wages across the sector in Canada. Faculty members who are paid less than the national average of faculty at their rank and level are overwhelmingly members of historically disadvantaged groups, including women, LGBTQ faculty, racialized faculty, Indigenous faculty, and faculty with disabilities. On top of already facing gross pay inequity, they had the threat of an illegal, retroactive, wage cut thrown at them in the middle of a global pandemic. In some cases, students have had to take extra years to complete programs because faculty attrition has not been met with new hires at competitive wages. Small departments that teach courses in equity, diversity, discrimination, and violence against racialized and other marginalized groups, such as Women and Gender Studies, have been among the hardest hit.

We stand in solidarity with ULFA because labour issues are equity issues. Labour justice is racial justice; labour justice is disability justice; labour justice is gender justice. It has been over 600 days that ULFA has not had a contract due to delays created by the employer. We stand in solidarity with ULFA to negotiate a fair, and equitable contract for all.