

**Joint Committee on Equity, Diversity and Inclusion (JCEDI) Annual Report
Presented to the Board and to ULFA
April 2026**

The JCEDI is an interest-based advisory committee, created in Spring 2020 in response to an MOU in the 2018-2020 Academic Staff Collective Agreement (ASCA). Article 12 of the ASCA (on Equity, Diversity, and Inclusion (EDI)) outlines the mandate and purpose of the JCEDI to work collectively to “identify EDI issues that may affect Academic Staff and that may require study and redress” (ASCA, Article 12.01.3(d)). The committee membership includes 3 ULFA representatives, appointed by ULFA Executive, and 3 representatives from the Board.

The ULFA representatives this year are Beth Gerwin (ULFA Co-Chair), Callista Mason and Gideon Fujiwara (July–December 2025)/ Tara MacDonald (January–June 2026).

The Board Members are Martha Mathurin-Moe (Board Co-Chair), Dena McMartin and Heather Evans.

The JCEDI has scheduled monthly meetings throughout the year. Members of the committee are each active in research to advance specific initiatives of the Committee’s work, which at times includes support from outside expertise and sub-committees. The committee’s work during the 2025-2026 academic year can be broken down into the following completed, on-going and emergent matters.

Completed

1. Research leading to a pay equity review: As mandated by the ASCA (Article 12.01.04). The subcommittee provided advice around approaches to a pay equity study, drawing on joint research into best practices. The results of the study conducted on behalf of the U of L by Mercer (an HR consulting firm) revealed some unexplained pay gaps, though none that were qualified as systemic. These were remediated effective July 1, 2025, as outlined in the e-mail communication to academic staff from the Provost, Michelle Helstein, on 24 June 2025. The University has committed to regular future pay analyses and reviews, and the JCEDI will continue to be part of this process.
2. Terms of Reference: The JCEDI’s Terms of Reference were formally approved at the Fall GM in December 2025.

On-going

3. Accommodation and accessibility: This work has benefitted from input from additional members of ULFA and the Board. The work of the JCEDI in this area has been in concert with HR’s work to make more transparent the existing practices around the duty to accommodate, as well as reviewing accessibility measures. The sub-committee on Accommodation paused its activity in January 2026, and will resume with some new members in Fall 2026. It will continue its advisory role as the University undertakes policy crafting around accommodation.
4. Recruitment Framework and Resources guide: The creation of a hiring framework built upon EDI principles has been a priority for HR, with significant contributions provided by

an outside consultant and feedback from JCEDI. The framework provides supports for hires including for academic search committees. It has been trialed and a survey has been developed to collect feedback from these initial users of the framework.

5. Ongoing discussions about equity data collection and governance with respect to ASCA 12.01.3 (d) iii): “ensure regular and systematic collecting, monitoring, and reporting of data regarding EDI issues.”: The committee is seeking best practice expertise that has been used to guide confidential data governance.
6. Assembling information for academic staff and the broader university community on harm reduction resources: The committee is assembling information on campus and community resources as an aid to faculty who are seeking to refer students or colleagues. JCEDI is working to identify current avenues that can be best leveraged to support faculty who are getting disclosures from students in distress.

Emergent

7. The JCEDI had many discussions of matters with equity implications that have emerged on our campus and within the sector during the 2025–2026 academic year. Topics included: new policies mandated by the “Fairness and Safety in Sport Act” and the U of L Response Framework; the Mintz Report; the University’s Harassment and Discrimination policy; Disruptive and harmful visitors to campus.

The JCEDI extends its thanks to all those who continue to raise issues and guide our work, and especially to those who offer their time and expertise to our sub-committees, in particular Sherry Hazelaar (HR), Athena Elafros and Mary Runte (ULFA).