

discussion we agreed to begin with the first item on the audit, the degree of diversification of the faculty relative to the student body to consider targets to ensure fair representation. This issue will be a major item for continued discussion as it is an item for bargaining. Once more we sought statistics to assist us with this goal. Narda Razack and Tania Das Gupta (Chair of Race Equity Caucus) met with the Administration on this issue and we have agreed on a course of action.

Caucuses:

Both Equity Officers attended several of the monthly Race Equity Caucus meetings. This Caucus has a core group of committed members who discuss issues pertaining to speaker security matters, tenure, promotion and hiring policies and procedures. A planning committee was struck to plan an event for the Fall 2005. There will be a new chair of the Caucus. We also met with a member from the DisAbility Caucus and an invitation has been issued to the caucuses to attend and participate in the Equity Committee. We recently nominated Geoffrey Reaume to the Equity Committee. The Queer Caucus, although not active this year because of a lack of a chair to convene meetings, has recently acquired two temporary co-chairs, Kym Bird and Didi Khayatt, to call the first meeting of the Queer Caucus in the Fall 2005. The First Nations Caucus has not officially met as a group, but Peter Cole has resumed as a member of the Equity Committee as of the Fall 2004.

Research:

There have been studies completed on equity from various sectors. We have accessed information from other universities on the matter of including GLBTQ in their Collective Agreements. We have sought expertise on mandatory retirement and also spousal hires, which continues to be on our agenda.

Bargaining:

The Equity Officers and the Chair of the Race Equity Caucus met with the Contract Review Committee. In the process of reviewing the Collective Agreement throughout this year, as well as at our informal meetings with the Affirmative Action Officer, Carl James, the Equity Officers presented the Contract Review Committee with five items for consideration that are important to our members in the various caucuses as well as from the membership at large. These include:

1. Inclusion of GLBTQ as a fifth equity seeking group
2. Hiring process: training sessions for the entire hiring committee and other processes to ensure more people from the equity seeking groups are actually hired
3. Thresholds for other equity-seeking groups similar to those for women
4. Removal of mandatory retirement clause
5. Replacing Appendix "S" with the Employment Accommodation Process protocol.

Talk is continuing with our members regarding other equity issues we would like to bring to the negotiators in the Fall 2005.

Treasurer, Marty Thomas

The Treasurer's routine responsibilities include preparing YUFA's annual budget, monitoring YUFA's financial position, and making investment decisions. During the past

year, I have fulfilled these responsibilities. YUFA's assets have increased slightly during the past year, and the budget for the 2005-06 fiscal year anticipates a small surplus.

In addition to these routine activities, my 2004-05 work plan described my intent to propose revisions to YUFA By-laws concerning the YUFA Defence and Arbitration funds, and the management of YUFA resources generally. These By-law revisions have been prepared after extensive consultations, and have been submitted to the Executive Committee for consideration.

