

UOITFA Equity Statement

The principles, processes, and practices of *decolonization*, social justice, and equity (DSJE) are fundamental to a more inclusive and equitable Faculty Association. Given that *equity* is rooted in human rights, we must work to decolonize equity and human rights by identifying and combatting colonial and discriminatory ideas, attitudes, policies, and practices that lead to the disadvantage and exclusion of members. This includes an intentional and social commitment towards members of historically marginalized and excluded populations. Social equity also includes the protected grounds under the [Canadian Charter of Rights and Freedoms](#), [Aboriginal and Treaty Rights, compliance](#), and [human rights legislation, on grounds such as race/ethnicity, gender identity and expression, sexual orientation, disability, and other factors](#). This commitment extends to our diverse and complex membership, the University more broadly, and to the extent that we are able, to the community in which the University and Association exist.

Equity means doing what is right for justice, fairness, and a commitment to substantive equality, requiring more than abstract principles. This commitment spans the acknowledgement of inequities, recognizing how inequities are often invisible, evolving, intersectional, and overlapping. We must therefore work towards identifying and eliminating the systemic and institutional factors perpetuating those inequities. We also recognize that the goal of decolonization is a necessary and ongoing process of unlearning and transforming the legacies of colonialism while utilizing decolonial tools and practices. We must prioritize Truth and Reconciliation Calls to Action through consultation with Indigenous community members in order to rethink our colonial structures and processes to ensure that Indigenous ways of knowing and decolonial concepts are integrated into our work whenever possible.

The UOIT Faculty Association will actively continue to hold both the University, as well as our own internal leadership structures, accountable by advocating for substantive and meaningful action to end systemic discrimination and foster the distinct principles of decolonization and equity across our campuses. Part of fostering this community includes ensuring that every UOIT Faculty Association member is treated with dignity and respect and enjoys their human rights and freedoms from both direct and adverse impacts of systemic discrimination in academia. Discriminatory practices and attitudes can take the form of sexism/gender-based discrimination/misogyny, bullying, harassment, ableism, cis/heterosexism, classism, racism, and the failure to accommodate. It reduces our capacity to work together on shared concerns such as collegial governance, fair working conditions and the promotion of decolonial resistance, equity and social justice in our workplace, society, and within our Faculty Association.

Glossary of terms

Decolonization recognizes and grounds the roles of colonialism, empire, and racism as “key shaping forces of the contemporary world, in a context in which their role has been systemically effaced from view” (Bhambra, Gebrial, and Nişancıoğlu, 2018, p. 2). Decolonization in the university therefore is about opening rather than closing the academy to a plurality of histories, bodies, experiences, approaches, decolonizing research methodologies, and knowledge productions.

Equity is concerned with justice and fairness. Equity is a state of being, a process, and a condition that is rooted in fundamental human rights. Equity requires proactively identifying and combatting discriminatory ideas, attitudes, and behaviours, as well as systems, policies, processes, and practices that lead to disadvantage.