

**Memorandum of Understanding – 21      JOINT COMMITTEE RE: EQUITY IN SALARY**

The Employer and the Faculty Association have shared values with respect to discussing and where warranted addressing discrimination in compensation of the Association's faculty and Librarians on the basis of gender, racialization, Indigeneity, and intersectional identities. To that end, the parties established an Intersectional Salary Analysis Joint Committee in October 2020 which is currently conducting an analysis of salary anomalies on the basis of gender and intersectional identities.

In order to ensure a comprehensive response to the work of the Intersectional Salary Analysis Joint Committee, to identify any additional salary anomalies that may exist on the basis of racialization and Indigeneity (regardless of gender), and to prevent the creation of discriminatory salary anomalies on the basis of gender, racialization, Indigeneity, and intersectional identities going forward, the parties agree to the following measures.

- i. Within one month of the submission of the Report of the Intersectional Salary Analysis Committee, a new Joint Committee on Equity in Salary will be created. This committee may be constituted by the same members as the Intersectional Salary Analysis Committee, or by new members appointed by the Administration and the Association. In either event, there shall be an equal number of Administration and Association appointees. The mandate of the Joint Committee on Equity in Salary will be to:
  - a. examine any salary anomalies that may exist on the basis of racialization and Indigeneity (regardless of gender);
  - b. examine any salary anomalies that may exist on the basis of gender, racialization, Indigeneity and intersectionality among faculty members and Librarians, if these have not already been examined by the Intersectional Salary Analysis Committee; and
  - c. consider anomalies that may arise as a result of membership in other equity-seeking groups and make recommendations regarding areas of further analysis.
- ii. The Joint Committee on Equity in Salary will be given access to any data collected for the purposes of the work of the Intersectional Salary Analysis Committee.
- iii. If the Joint Committee on Equity in Salary determines that an independent consultant is required to assist in the salary analysis, the Administration agrees to support the reasonable cost of the consultant.
- iv. The Joint Committee on Equity in Salary will recommend measures to address the systemic roots of discrimination on a go-forward basis including with respect to any issue of anomalies that may arise as a result of starting salaries. Any dissenting views will also be included in the report. The Committee will submit its report to the Provost & Vice President, Academic and to the President of the Faculty Association by June 30, 2022, or as mutually agreed.

Arbitrator Kaplan remains seized with respect to the interpretation, application and implementation of this agreement, including with respect to any issues that may arise with respect to the production and sharing of data, and compliance by the Administration with recommended measures including the implementation date of any such measures.