ACADEMIC WOMEN'S CAUCUS ANNUAL REPORT
2013-2014

Victoria Wyatt, Chair, AWC
July 2014

Chair Transition: On July 1, 2013, the Chair of the AWC passed from Janni Aragon (July 2011-June 2013) to Victoria Wyatt (July 2013-June 2015).

As part of the transition, I met with outgoing Chair Janni Aragon and with some previous AWC Chairs. I greatly appreciate the advice and counsel I received from them and other sources.

Buddy System: In summer 2013 I matched interested recently hired AWC members with buddies. I greatly appreciated the very enthusiastic response to my call for people willing to be buddies. There were many more volunteers than buddies needed. To make the matches, I sought some common ground in teaching and research interests. Because part of the goal of the buddy system is to help develop ties across departments, I avoided matching within the same unit. Finally, I sought to match Assistant Teaching Professors with other ATPs or TPs. I greatly enjoyed corresponding with the recently hired members and seeing the introductions many submitted for *Purple Prose.*

AWC Reception: The Annual AWC Wine and Cheese was held on October 29, 2013 in the Fireside Lounge in the University Club. The reception saw a positive turnout from sectors around campus, including several of recently hired members of the AWC. The Vice-President Academic and Provost, Dr. Reeta Tremblay, whose office provides support for the AWC, attended. A spontaneous, animated and positive discussion ensued, which several parties told me later they had found particularly enjoyable.

Workshops and Lectures: On November 21, 2013 the AWC helped support a speaking event with Canadian music critic Laina Dawes, author of *What Are You Doing Here? A Black Woman's Life and LIberation in Heavy Metal* (2013). This lecture was primarily sponsored by the Department of English and the Department of Women's Studies.

On February 4, 2014, the AWC, sponsored a Auto-Ethnography workshop with Dr. Yvonne Brown, one of the keynote speakers of the 2014 Diversity Conference and the author of *Dead Woman Pickney: A memoir of childhood in Jamaica* (2010). The workshop attracted some members of the greater community. Many thanks to Jin-Sun Yoon for suggesting the workshop and stepping in to chair it when I came down with the flu!

University Committee Representation: I represented the AWC on the University Human Rights Committee (UHRC) and its subcommittees, the President's Employment Equity Advisory Committee (EMAG) and the President's Educational Equity Advisory Committee (EDAG); and the Provost's Diversity and Equity Advisory Committee. I also served on the planning committee for the National Day of Remembrance and Action on Violence Against Women (RAVAW). I represented the AWC in a meeting on December 3, 2014 of various groups/office on campus that sponsor mentoring programs.

Gender Pay Equity: This year, Janni Aragon, former AWC Chair, ably represented the AWC on the Joint Committee on Gender Pay Equity. She brought impressive experience to this position, having devoted much energy to the Gender Pay Equity question as AWC chair. In that capacity, she consulted with colleagues at UBC, sponsored a speaker from UBC to talk to the AWC about their experience with their gender pay equity settlement, and conducted other research on gender pay equity. Many thanks to Janni for serving on the committee, and for her long history of interest in gender pay equity.

AWC Individual Member Support: Throughout the year I offered advice to AWC members seeking information about or clarification of policies, or facing issues that required advocacy. I also attended meetings related to individual Members' concerns. The AWC Chair cannot replace the unions' Member Services Officers (MSO), but she can offer support in explaining what resources are available on campus, and in accompanying members, along with the MSO, to meetings with chairs, HR staff, and administrators. I also sought clarification about policies from the Office of the Vice-President & Provost, and had general discussions with staff in that Office about apparent gaps in training of Chairs and Supervisors.

***Purple Prose* and AWC Listserv:** I published Purple Prose Volume 12, Issue 1 in October 2013, and Volume 12, Issue 2 in January 2014. I also periodically communicated with AWC members through the AWC Listserv.

Liaison with Vice-President Academic & Provost: I met with Dr. Reeta Tremblay, Vice-President Academic & Provost, on December 1, 2013 to thank her for her support and to discuss areas of interest and concern related to equity. In that meeting, Dr. Tremblay proposed a luncheon to honour AWC members who had recently achieved tenure and/or promotion. That lunch was held ton January 13, 2014. Through a mis-communication, the scheduling conflicted with my teaching and I was unable to attend, but I heard very positive feedback about the event.

Minority and Indigenous Women Instructors' Network (MIWIN): The AWC sponsored lunches with MIWIN members on June 20, 2013 and March 21, 2014, and maintained communications throughout the year with MIWIN co-chairs. Thank you! to Jin-Sun Yoon for organizing these lunches. I very much value the relationship between the AWC and MIWIN.

Liaison with UVic Faculty Association: Throughout the term I remained in close communication with officers of the UVic Faculty Association. Particularly important were discussions of the implications of certification on the advocacy roles of the AWC Chair. In addition to regular contact with officers during the year, I met formally on May 2 with Dr. Helga Hallgrimsdottir, President of the FA, and Dr. Judith Clarke, Vice-President of the FA, to discuss the relationship between the AWC and the FA. I very much appreciate the interest of past and present FA officers in maintaining open lines of communication with the AWC.

Liaison with other resources on campus: I maintained communications throughout the year with Cindy Player, Director, Office of Equity and Human Rights, and with Grace Wong Sneddon, Advisor to the Provost on Equity and Diversity.

Consultation with FA Negotiating Team: On April 24, 2014, the FA Negotiating Team held a meeting for AWC Caucus members to seek AWC input relating to the upcoming negotiations for a new Collective Agreement.

Supervision of AWC Work-Study Student: In 2013-2014 we had the help of work-study student Ifeyinwa Asemota. She assisted with locating content for *Purple Prose.* She was particularly helpful in laying the preliminary groundwork for an AWC Word Press blog.

Employment Systems Review feedback: In February 2014, I participated in providing feedback on the final report of the Employment Systems Review.