

THE CONFLUENCE

The Camosun College Faculty Association Newsletter

Volume 7 - Issue 6 - June 15, 2018

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Message from your President



As we approach SPF 50 season I want to wish everyone a fabulous summer. I know some of you will be conferencing, ferrying, beaching (sorry English faculty), and maybe even teaching (me). Either way it is hard not to appreciate that we are blessed to be able do this on the beautiful traditional territories of the Lkwungen and W̱SÁNEĆ people or wherever your travels will take you.

I have appreciated the opportunity to serve in the role of President for the past two years and I thank you for your patience, understanding, and support while in the role.

Your 2018/19 CCFA Executive is a diverse group of faculty that are geared up to take on all future challenges. They are the perfect combination of experience and fresh enthusiasm and I know they will work hard on your behalf.

Like a short summer novel, I want to keep this month's message short and sweet. Take care; be safe.

- Al Morrison

As we move into July and August both the CCFA Executive and Staff will be taking their Vacations. Consequently our hours over the summer will be intermittent. Please check the office voicemail (3655) for updates.



Your 2018-19 Executive

Thank you to everyone who was able to attend the AGM on May 3rd and make it a great morning. We are pleased to present you with the 2018/19 Executive Committee, which will take office on September 1, 2018:

President	Chris Ayles, Arts & Science
Vice President	Susanne Thiessen, Business
Secretary	Janice Shewey, Arts & Sciences
Treasurer	Katie Waterhouse, Arts & Sciences
CMC Chair	Frank Jankunis, Arts & Sciences
CNC Chair	Val Montague, Continuing Education
PD Chair	Blair Fisher, Arts & Sciences
Members at Large:	
	Al Morrison, Business (Past President)
	Darren Alexander, Access (Term Representative)
	John Scheunhage, Counselling Centre



CCFA Charitable Donations

Thank you to all faculty for your submissions for charitable donations. This year the CCFA will be supporting the following charities:

- * St. Georges Cadboro Bay
- * The Ghana Microfinance Initiative for Women
- * Yes Means Yes-Project Reclaim



St George's
ANGLICAN CHURCH
CADBORO BAY



YESMEANSYES.COM



Messages from Audio Visual

New Point of Contact

Please email the ITS Service Desk for all requests for audio visual services and equipment.

The ITS Service Desk is now the single point of contact at both the Lansdowne and Interurban Campus for all issues related to computers, audio visual equipment, classroom technology, Computer labs, wireless network, photography, video production, printing, and events.



Returning Equipment

Please return all borrowed audio visual equipment to the ITS Service Desk by the end of the semester. Equipment can be returned to either Ewing 103, or Campus Centre 238.

Data Projectors



A friendly reminder to Faculty:

Please turn off the data projectors when you are finished your class.

To turn off the ceiling mounted data projectors:

- * Press the *STANDBY* button on the projector remote control.
- * A message will appear on the screen asking, "are you sure?"
- * Press the *STANDBY* button again to turn off the projector.

This will help decrease unnecessary lamp hours, and increase the time before the lamp needs to be replaced.

Thank-you very much for your assistance.

- Allan Shook

The ITS Service Desk can be reached at:
itsservicedesk@camosun.ca 250-370-3064

2018 FPSE AGM

On May 14-17, a delegation of eight Camosun faculty members descended upon Whistler for the annual general meeting of the Federation of Post-Secondary Educators (FPSE). This, of course, is our umbrella union, along with 18 other post-secondary institutions across BC. In exchange for a portion of your union dues, FPSE manages common-table bargaining for us and provides expert advice, resources and training on faculty union affairs. They also handle arbitration for us if a problem ever goes that far. The theme of this year's convention was Mobilizing Our Power: Together for an Equitable Future. The meeting was very well organized and interesting, with assistance on the social front from host institution Capilano University.

Highlights of the meeting included:

- ⇒ **An inspiring keynote speech from Candy Palmater, and shorter guest talks by the presidents of the BC Federation of Labour and the Canadian Labour Congress;**
- ⇒ **Elections for next year's executive officers (most of the regulars will be continuing in their existing roles);**
- ⇒ **A variety of breakout workshops on topics such as reconciliation and indigenization, union harassment policies, bargaining history, and others;**
- ⇒ **Discussion and voting on a multitude of resolutions, some monetary, others not; An example of a resolution that was passed is the distribution of Whose Land is it Anyway: A Manual for Decolonization, which was produced by FSPE**
- ⇒ **Presentation and approval of last year's budget and next year's proposed budget; and**
- ⇒ **Many opportunities for social interaction with delegates from all over the province.**

Amid all this, the strongest common theme was bargaining. With a more sympathetic provincial government than we have seen for 16 years, there is a sense of cautious optimism among member institutions, and of urgency to push hard for real gains. Wage increases are a high priority for the common table, having lost ground in comparison with cost of living across BC. There is also strong motivation to improve faculty equity, particularly by eliminating secondary pay scales for term instructors.

The volume of resolutions presented at the meeting was impressive. Camosun delegates got involved, speaking at the microphone on several occasions. Fiscal responsibility and the need to marshal resources for bargaining (meeting costs, strike fund) were major themes. This carried into the discussion of next year's FPSE budget. It was moved from the floor to run a deficit budget in order to make sure that the defense fund is properly topped up in case of job action .

To sum up, the FPSE AGM was a very interesting and enjoyable time, and it was reassuring to see democracy in action, with member institutions holding executive accountable. If you have never been to one of these meetings, please consider submitting yourself as a delegate next year. A call typically goes out in March or April. For more information about FPSE, see <http://www.fpse.ca/>

In solidarity,

- Chris Ayles



Camosun's new Equity, Diversity and Inclusion Policy

Camosun is presently in the middle of an important community engagement process - the development of an Equity, Diversity and Inclusion (EDI) policy for both students and employees. I have been on leave from my role as a faculty member in the School of Access since November 2017, working on this new EDI policy in a temporary assignment for the Policy and Planning Department.

What will the policy cover?

"It will certainly address existing gaps and enable positive new practices to support students and employees in matters of equity, diversity and inclusion," stated John Boraas, Vice President of Education in February. "It will encompass our recent learnings, experiences and collective efforts in supporting Indigenization and Internationalization. It will support our efforts around our values, priorities and strategic goals as a college, and help us align with current legislation and BC government priorities."

Sybil Harrison, Director of Learning Services, a member of the EDI Steering Committee, stated "Investing time to develop the Equity, Diversity and Inclusion Policy will articulate our ideals as an organization and help us move forward with related policies and procedures in a consistent, transparent and well-understood way. For instance, Camosun has no current policy for accessible spaces or the accommodation of persons with disabilities. It makes sense to develop policies, procedures, and training in the context of a clear vision for the learning environment we wish to work and learn in."

The EDI policy has the potential to impact you as well as your students. Human Resources is playing a key role in the development of this policy, which is as much about employee rights and responsibilities as it is about the student experience. The process the College is following to develop this new policy is one of broad consultation. We completed a student survey in March and have just concluded an employee survey. We have begun running student focus groups in June, and will continue to run focus groups over the summer and fall semesters, for both employees and students. Both survey data and focus group data will be used to draft our new policy. Before the final policy is moved forward for approval, Camosun employees and students will be consulted again – this time on draft policy ideas - to ensure that the new policy reflects the consultation that has occurred. This policy has the potential to address unjust practices and build positive human relationships in an increasingly diverse society; to identify and remove institutional barriers that prevent access and impede success for students and employees; and to fully support the right of everyone to study, participate and work with dignity in an environment of mutual respect.

If you took the time to complete the employee survey, thank-you for sharing your ideas and experiences. The more people that contribute to this policy development, the more likely it will be to effectively reflect and serve our community. If you have any questions or would like to get involved, please contact me, or check out the policy website at www.camosun.ca/edi

Many thanks,

- Alison Bowe

What do the terms:

equity, diversity & inclusion

mean to you as a Camosun Employee?

Equity, diversity, and inclusion are central to Camosun's core values. Help us develop policy and practices on how we can support everyone to work with dignity in an environment of mutual respect.

Share your thoughts

Visit: camosun.ca/edi
and link to a brief
4-question survey!

Your thoughts and ideas will be used to articulate values and principles, shape Camosun's Equity, Diversity & Inclusion policy and identify barriers that prevent or impede success for everyone.

For more info about **Camosun's Equity, Diversity & Inclusion** policy initiative, or to find out how you can get involved, contact:

Rashed Al-Haque
Phone: 250-370-4576
Email: Al-HaqueR@camosun.ca

Alison Bowe
Phone: 250-370-4911
Email: bowe@camosun.ca



Spotlight on Professional Development

The PD Committee has had a very productive year and has funded more than 400 diverse and excellent in-house and short-term PD activities: conferences, independent research, workshops, and programs of study. The breakdown below shows the range of short-term activities.

- | | | |
|---------------------------------|------------------------|------------------------|
| * 242 conferences | * 18 research projects | * 48 professional fees |
| * 28 courses toward credentials | * 27 workshops | * 49 courses |
| * 3 field schools | * 6 print materials | * 4 lectures |

As well, the PD Committee has supported 27 in-house activities and 15 long-term PD activities. These numbers demonstrate the work of a very active and professionally engaged faculty.

Camosun Showcase 2018

Once again, Learning Services has funded a faculty showcase, the second year of this yearly publication. This year twenty-one faculty members wrote about their recent professional, scholarly, and creative activities, providing readers with a taste of the wide-ranging and innovative projects that Camosun faculty members undertake. In addition, this year, readers can see the excellent artwork in the publication from faculty members in Camosun Visual Arts.

See the online version of the Showcase on the CETL website:

<http://camosun.ca/about/teaching-learning/index.html>



Current PD Committee (CCFA Collective Agreement pg 65)

PD Chair	Elizabeth West	Library	Gwenda Bryan
Access	Gill Atkinson	T & T	vacant
A&S	Larry Anthony	CETL & CCFA	Jacquie Conway
A&S	Blair Fisher	Admin	Barb Severyn
Business	Karen Giffon	Admin	vacant
HHS	Mandy Hayre		

Thank You

Many thanks and great appreciation to the PD Committee members who offer their time and valuable input on the CCFA faculty members' behalf.

Many thanks and great appreciation to Peg Ford and Autumn Frimann who ensure that the complex process of navigating the PD applications runs smoothly: from the individual submissions, the fielding of questions from faculty, to the process through Finance for applicants' funding.

I am stepping down as PD chair this year, and the Committee is fortunate to have Blair Fisher as chair in September. Blair has been an active member of the Committee for a number of years, so he brings a great deal of experience and expertise to the role. Many thanks to Blair for taking on this work.

- Elizabeth West

PD Chair

Upcoming dates for PD Meetings:

The last PD meetings to review applications before the summer is on June 26th. During the summer, the PD Committee will have one meeting on July 24th. The first meeting in the fall is on September 11.

CCFA Camosun College Faculty Association

Your 2017-18 Executive

Al Morrison	BUS	President
Tanya Kirkland	ACCESS	Vice President
Valerie Montague	T&T	Treasurer
Jody Isaac	ACCESS	Secretary
Judith Hunt	ACCESS	Contract Management Chair
Chris Ayles	A&S	Contract Negotiation Chair
Elizabeth West	ACCESS	PD Committee Chair
Darren Alexander	ACCESS	Member At Large (Term)
Susanne Thiessen	BUS	Member at Large

CCFA Administrative Services

Our Y221 office is open Monday-Friday

Phone: 250-370-3655

[Peg Ford](#) FordP@camosun.bc.ca

[Autumn Frimann](#) FrimannA@camosun.bc.ca

Please visit our CCFA [website](http://www.camosunfaculty.ca) at www.camosunfaculty.ca