

LETTER OF AGREEMENT
BETWEEN
QUEEN'S UNIVERSITY (the "University")
AND
THE QUEEN'S UNIVERSITY FACULTY ASSOCIATION (the "QUFA")
RE: Recruitment and Retention

WHEREAS the University and the QUFA ("the Parties") acknowledge the challenges that may be experienced by equity-deserving QUFA bargaining unit Members who are part of the University and the Kingston communities;

AND WHEREAS the Parties wish to promote the recruitment and retention of such members by advancing or promoting initiatives, jointly or separately, to ensure that the University and the Kingston communities continue to be attractive to diverse faculty;

AND WHEREAS the University Council on Anti-Racism and Equity ("UCARE") was established to: coordinate, monitor, and report on the progress of University-wide initiatives to address racism and promote equity, diversity, and inclusion; help to shape the vision and strategy of the University; and serve as a critical voice for diversity and inclusion.

NOW THEREFORE, the Parties agree as follows:

1. Among the standing UCARE sub-councils that have been established to advance initiatives is the Faculty and Staff Recruitment, Retention and Support Sub-Council ("FSRRS Sub-Council");
2. The mandate of the FSRRS Sub-Council is to foster a more diverse and inclusive workforce by: identifying priorities for actionable changes to eliminate barriers to the hiring, selection, promotion, and training of equity-deserving group members; reviewing data on the recruitment and retention of faculty and staff from underrepresented groups; ensuring the implementation of special measures and actions to support the achievement of a representative workforce; and monitoring progress on the implementation of PICRDI recommendations relevant to the mandate of the FSRR Sub-Council.
3. The FSRRS Sub-Council prepares an annual work plan in the form of an Employment Equity Plan that outlines objectives for the year in each of three areas: Recruitment, Retention, and Professional Development.

4. In addition to reporting annually to UCARE (whose meetings are open to all members of the Queen's community), the FSRRS Sub-Council holds an open forum each spring for the Queen's community in which it reports on the outcomes of the year's Employment Equity Plan, and presents the draft Employment Equity Plan for the upcoming year for community consultation and input.
5. The current membership of the FSRRS Sub-Council comprises representatives from the Human Rights and Equity Office, Office of Indigenous Initiatives, Human Resources, Provost's Office, and Principal's Office. To facilitate joint initiatives between the University and QUFA aimed at advancing the recruitment and retention of equity-deserving QUFA bargaining unit members, the University shall extend an invitation to QUFA to send two (2) Members to join the FSRRS Sub-Council.

SIGNED THIS 10 DAY OF February, 2023

ORIGINAL SIGNED BY

QUEEN'S UNIVERSITY
per Dan McKeown
Chief Negotiator

ORIGINAL SIGNED BY

QUFA
per Leslie Jermyn
Co-Chief Negotiator

QUFA
per Amy Kaufman
Co-Chief Negotiator