

MEMORANDUM OF AGREEMENT

between:

BUFA (the Union)

and

Brock University (The University)

Collectively referred to as “the Parties”

RE: Indigenous Faculty Appointments

WHEREAS the University has identified in its *Institutional Strategic Plan 2018-2025* (the Strategic Plan) that it is committed to building inclusivity and equity through understanding and respect for diverse identities, and reflect this in our approaches to teaching and learning, research and creativity, administration and service provision, and community engagement;

AND WHEREAS the University has also committed in the Strategic Plan to reconciliation with Indigenous communities and decolonization of the academy through promoting awareness and understanding of Indigenous culture, history, and ways of knowing across all University activities;

AND WHEREAS the University intends to support, to the extent possible, academic departments wishing to implement the aforementioned commitments by designating certain faculty or librarian appointments to be filled by qualified individuals who self-identify as Indigenous persons;

AND WHEREAS the Parties have had full and frank discussions about the hiring procedure for these faculty or librarian appointments and wish to record their agreement in writing.

THE PARTIES HEREBY AGREE AS FOLLOWS:

1. This agreement is without prejudice or precedent and shall not be referred to in any other situations or proceedings except to enforce its terms.
2. When requesting the Dean’s/University Librarian’s and the Provost’s approval to hire a new member into the Faculty or Library, academic departments or the Library may indicate their intent to target the appointment for a self-identified Indigenous person.
3. In addition to the process in paragraph 2, the University may determine that a certain number of faculty or librarian appointments are available to be targeted to self-identified Indigenous people. Departments or the Library can subsequently indicate their interest in allocating one or more of those positions to their unit.
4. Faculty and professional librarian positions approved to be filled by a self-identified Indigenous person may be in any field or discipline as requested by the department or library and approved by the Dean/University Librarian and the Provost.
5. For the purpose of these appointments, the job postings will refer to the fact that only candidates who self-identify as an Indigenous person will be hired.

6. A total of up to five (5) faculty and librarian positions may be approved in accordance with this agreement in each academic years 2021/22 and 2022/23. Positions already approved in the departments of History, Educational Studies, and Sociology/Women's and Gender Studies will be counted as three (3) of the total for the 2021/22 academic year.
7. This agreement shall be in place for faculty or librarian appointments approved to be hired in the 2021/22 and 2022/23 academic years. The agreement may subsequently be renewed following review and discussion between the Parties.


Dated at St. Catharines this 10 day of February, 2021.



Lynn Wells, Provost



Amanda Villella, Director, Faculty & Staff Relations



Michelle Webber, BUFA President