

## NOMINEE for YUFA Equity Officer: L.A. VISANO

*“The ultimate measure of a person is not where one stands in moments of comfort and convenience, but where one stands in times of challenge and controversy.”* —Martin Luther King, Jr., <https://www.dhad.org/dei-equal-opportunity>

### STATEMENT

This social praxis in the life of the university is essential for the development of a genuine university citizenship. These opportunities facilitate a pedagogy that is "engaged", "transformative" or "critical" and "community-based". This inclination to learn from the processes and structures within which we are embedded/ connected conditions our identity, our sense of “being and belonging”. The university functions best with the well-informed participation of all of its constituencies, that is, the quality-of-service shapes and is shaped by the quality of contributions of its members. Equity is integral to this citizenship and fundamental to the mandate of YUFA’s mission.

As your Equity Officer, I will serve YUFA by:

*building* on our past accomplishments and further strengthening proactive advocacy, coalition-building and ongoing consultation with our various constituencies / communities.

*ensuring* a strong voice, and presence and commitment to equity; *enhancing* the transparency and accountability of our association and employer.

*expanding* YUFA’s engagements with equity-based groups / organizations; promoting greater diversity, equity and inclusivity in policies and practices, and:

*facilitating* and expanding stronger collaboration with YUFA committees and caucuses in more active, ongoing, mutual, and progressive consultative processes.

With my colleague, Equity Officer, Professor Derayah I will work to ensure multi-tiered approaches to the reduction and removal of inequities at York University, with regard to hiring, tenure and promotion, salaries, and retirement at the individual, institutional and structural levels. Working with my YUFA colleagues to ensure praxis in DEI policies and practices. Equity is far too important a commitment and cannot be solely relegated to a legal framework but must be fully oriented within a commitment to and application of critical human rights and social justice. Equity is derivative of and consistent with meaningful intersectional approaches and practices. Equity moves beyond availability but a forthright commitment to accessibility at all levels of engagement. Inequities on the basis of gender, race, sexual orientation, disability, age, ethnicity, religion, political belief, language, culture, ancestry, place of origin (birth place), colour, citizenship, creed, sex, pregnancy, sexual preference, marital status, family status, number of dependants, or belief or membership in associations, and other forms of discrimination need to be removed by further *strengthening YUFA’s collective resolve in* collaborative initiatives. Further, equity cannot be left solely to the well-intentioned initiatives of equity seekers and advocates to involve a more collectively, strategic, and institutional-wide relentless *investigation of* concerns articulated by YUFA members in *promoting* social justice and equity of and for our members.

As your equity officer, I will work with the Equity Subcommittee (s 3 of the By-laws), the Recognised Caucuses (Constitution Article 4.3 and Bylaw 8), Joint Committee on Affirmative Action (JCAA) (Article 12.24), Joint Subcommittee on Employment Equity & Inclusivity (JSEEI) (Article 7.08); and s 21. YUFA Code for Equity and Inclusion, liaising regularly with equity-seeking constituencies, such as the YUFA Race Equity Caucus, Access York, etc. Building relations continues to be very important and we as Equity officers will meet with various equity-related offices on campus (e.g., Human Rights, Affirmative Action Officer, etc.). Our involvement with the Caucuses will be appropriate according to that which is desired by each Caucus. We will work towards strengthening of YUFA’s links with all

campus unions and student associations and continue to nurture and expand the well-developed active, ongoing, mutual and progressive consultative processes re DEI.

### **Representation**

As a leading unionized faculty association, YUFA's active leadership on equity is critical.

### **Recognition**

YUFA recognizes and promotes the commitment of its members to social justice. Given my experience in working with a number of community-based organizations, I will further pursue YUFA's tradition of supporting issues of social justice and equity. I will work with members in promoting YUFA's role and responsibility vis-à-vis social justice – notably external political, economic, educational, social, and health issues.

## **RELEVANT EXPERIENCE/ QUALIFICATIONS**

**Experience related to *liaising with equity seeking organizations, community & other agencies*** Co-Chair All Campus Unions Coalition, served as YUFA VP External; former Vice President, Public Service Alliance of Canada – Toronto local. former Vice President of the Metropolitan Toronto Social Planning Council; former Dean of the Atkinson Faculty of Liberal & Professional Studies, former Chair Sociology (Atkinson), former UPD (Equity Studies). YUFA committees: former member of YUFA Staff Relations Committee, current member of YUFA Joint Subcommittee on Employment Equity & Inclusivity

**Resource** person: Mayor's Committee on Community/ Race Relations; Centre for Race & Ethnic Relations; Urban Alliance on Race Relations OPIRG, African Canadian Legal Clinic, Black Action Defense Committee (worked closely with Charlie Roach, Dudley Laws re racialization and policing; Japanese Canadian Community Services; Lawrence Heights Area Alliance; Friends in Trouble; Advisory Committee of Marcus Garvey;, former member of OCUFA Staff Relations Committee; member of the Viet Nam Institute of Social Sciences. Chaired and organized a national conference on the Charter of Rights (with various provincial premiers and the federal Minister of Justice). Founding Member: Access Action Committee, Chair: Citizen's Advisory Committee, Correctional Services of Canada; former Member: Ethics Committee for the Canadian Sociology and Anthropology Association.

Former member of Senate Tenure Appeals Committee; Co-Chair, Senate Tenure and Promotions Committee; Senate Tenure and Promotions Committee; Executive, Senate; YUFA Steward, School of Gender, Sexuality and Women's Studies and the Department of Equity Studies; Vice Chair, Safety Management Committee, (Chair VP Gary Brewer); Chair (appointed by Dr Shoukri) University Safety Audit Committee (USAC); Member, Advisory Board, (appointed) Centre for Race and Ethnic Relations; with M. Goodman and C. Yawney developed the Certificate on Anti Racist Research and Practice (CARRP).

**Presented** before subcommittees at City of Toronto, Queen's Park and Ottawa and Australian Government; World Health Organization (Adelaide) re access to health, law and social services by members of racialized communities.; former Chair, York University Safety Audit Committee; Workshop on the Certificate of Race Relations (organized with M. Goodman and C. Yawney).

My published scholarship and related contributions are organized to reflect what I consider to be three long-term research programmes: law, culture and inequality. I have presented and written extensively on issues of equity. My courses reflect my commitment to DEI pedagogically and in student engagement. On a personal note, born in a refugee camp, with our forced migration, my family and I have had to meet the challenges of exclusion and marginalization of which I am very familiar.

Thank you.