

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: January 18, 2022

SUBJECT: **BIPOC Caucus for MUNFA Members**

While MUNFA recognizes and supports Memorial University's efforts to champion Equity, Diversity, and Inclusion, we also recognize that Black, Indigenous, and People of Colour (BIPOC) Academic Staff Members (ASMs) may wish to have their own, distinct space to come together, share their experiences, and articulate how their workplace conditions can be improved.

The MUNFA Executive Committee has approved supports for the creation of a BIPOC Caucus for ASMs, including, but not limited to a number of course remissions. It is also important to note that "*an ASM's service to the Association shall be deemed academic service...*" as outlined in [Clause 1.20](#) of the MUN/MUNFA Collective Agreement.

BIPOC members who are interested in forming a caucus to discuss issues of importance to them, and to identify ways that our union can use collective bargaining and other tools to contribute to Indigenizing the academy and building racial justice at Memorial and more widely are invited to contact MUNFA at membership.munfa@mun.ca. MUNFA can organize an initial meeting and commits to providing ongoing support for meetings and other initiatives.