

Hello everyone, My name is Kay Waboso. I am a PhD candidate in CHYS and an Instructor in SPMA. I am honored to have held the role of Equity Officer this past year. Here are some of the things I consider to be important within this role.

The equity officer is responsible for promoting diversity, equity, inclusion, in the spirit of social justice and equity across all aspects the institution.

During my tenure, I was led to a focus on Policy Development and implementation. For example, I am currently working on developing an Equity Statement, with the support of CUPE ON figures responsible for Human Rights & Anti-Racism. Within this vein, I have also been collaborating with the Office of Human Rights & Equity (HRE) to develop an African Canadian Ancestral Acknowledgment that will be used to represent Brock on all fronts.

Moreover, I have worked hard to create meaningful relationships with equity and anti-racism officers at CUPE ON & National, which is also meaningful in terms of networking and connecting ourselves to larger initiatives aimed at social justice and equity.

As a scholar myself, I hold a high value for knowledge mobilization and have always prioritized sharing knowledge and information regarding educational initiatives for members to take advantage of. It is always important to empower members with the knowledge of progressive initiatives.

I value that my presence on the executive committee gave voice to a woman of color, which is important and in the spirit of this transformative work. Finally, I believe that it is of continued importance to have insider status when doing the work to interrogate and deconstruct the conditions that maintain systems of oppression. I have insider status in being from an equity deserving group and I would like to continue the work I began. Respectfully and In Solidarity. Kay Waboso.