



## ***QUFA Executive Election 2022*** **CANDIDATES' STATEMENT**

Nominee for Equity Representative (Two-Year Term)

**Carolyn Prouse**

Assistant Professor

Geography and Planning

### **Candidate's Statement**

Thank you to the QUFA nominating committee for putting my name forward to be QUFA's next Equity Representative. I am an Assistant Professor and Queen's National Scholar in the Department of Geography and Planning with a commitment to feminist and anticolonial scholarship. I have long been involved in institutional equity work, including as a steering member of the Equity Committee in the University of British Columbia's Geography Department, and a co-founder of the Equity Committee in Queen's University's Department of Geography and Planning. I also held a similar role at this institution during my Master's degree when I served as the Equity Commissioner for the Society of Graduate and Professional Students.

Universities and faculty associations across the country face a variety of equity issues, but there exist some particularly urgent challenges at Queen's: increased precarity due to casualization and adjunctification of the labour force is a major driver of inequity at this institution; and overwork and burnout have precipitated mental health crises across faculty, staff, and students. Moreover, the current pandemic risks entrenching inequitable labour conditions and salary compensation, and the university's return-to-campus mandates must protect all of the Queen's community – especially those who are immunocompromised and/or have family and community at increased risk of COVID infection. Finally, Queen's continues to have difficulty retaining faculty, especially BIPOC scholars, which undermines the university's stated commitments to the PICRDI and Extending the Rafters' reports. Queen's needs to be held accountable to its commitments, and QUFA needs to be actively pressuring the university to support all faculty, especially those from equity-deserving groups.

QUFA is in an ideal position to make a better labour environment for *all* Queen's faculty, which will only happen when we put equity at the centre of the Association's activities.