Welcome back! I’m hoping everyone got a chance to enjoy some of the summer and that you’re ready for the fall.

As usual in September, there are a significant number of activities, projects, and of course a whole new group of students joining our SFU community. In this edition of People@SFU we focus on supporting you with a number of updates including:

• specific information and tools to help foster a more inclusive workplace for our LGBTQ2+ employees.
• an important change to our CUPE sick leave protocol.

Once again, please feel free to share this newsletter with your staff as appropriate.

Warmly,

Sandi de Domenico (she/her/hers)
AVP Human Resources
**PRIDE AT WORK CANADA**

SFU has become a regional partner with Pride at Work Canada, an organization that empowers employers to build inclusive workplaces and foster belonging among all employees regardless of gender expression, gender identity or sexual orientation.

As a result of this partnership, staff and faculty have access to a series of webinars focused on different aspects of LGBTQ2+ workplace inclusion and can be accessed via the Pride at Work webinar portal.

Additionally, SFU job postings are now linked to Pride at Work Canada’s website. Pride at Work offers ad-hoc support in policy review and speaker recommendations to help advance LGBTQ2+ inclusion.

Learn more at https://prideatwork.ca/

**WHAT DOES LGBTQ2+ STAND FOR?**

LGBTQ2+ is an acronym for Lesbian, Gay, Bisexual, Trans, Queer or Questioning, Two-Spirit and ‘+’ to denote other identities that aren’t included in this list. The terms are complex and evolving, the key is to remain respectful and use terms that people prefer.

Interested in learning more? See QMUNITY’s “Queer Glossary: A to Q Terminology”

**OUT ON CAMPUS WASHROOM CAMPAIGN**

The recent poster campaign from Out on Campus (a division of the Simon Fraser Student Society) has raised some questions about inclusive washrooms:

**Q: Why are gender-inclusive washrooms important?**

Gender-inclusive washrooms are an important part of making the campus safe, accessible, and welcoming for those who don’t feel safe or welcome in washrooms designated for men or women. This includes many trans, gender fluid, non-binary, and gender-nonconforming people.

**Q: Are there human rights implications?**

BC Human Rights Code protects people on the grounds of gender identity and gender expression, which means all people have the right to access washrooms or other gendered spaces on the basis of their lived identity. If someone has an issue with a person who identifies as trans using a particular washroom, it is their responsibility, not that of the trans person, to remove themselves from the situation. The duty to accommodate rests in providing the trans person access to the washroom of their choice.

See more from ‘The 519’ an agency of the City of Toronto: http://www.the519.org/education-training/training-resources/our-resources/creating-authentic-spaces/washrooms-and-change-rooms
**INCLUSIVE LANGUAGE AND USE OF PRONOUNS**

It is important to use language that is inclusive while avoiding assuming the gender identity of everyone in a group. In some cases, we may call a group of women ‘ladies’ or a group of men ‘guys’ which can be gender-affirming. However, in many instances, we may not know everyone’s gender identity.

When greeting others, be mindful of language. Consider the following options:

- “Thanks team, have a great evening.”
- “Good morning folks!”
- “Hi, everyone.”
- “And for you?”
- “Can I get you all something?”

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumptions.

**Pronouns**

Pronouns are how we refer to people instead of using their name. Examples include (but are not limited to) they/them/ theirs, she/her/hers or he/him/his. This is an important way to create an inclusive environment for all by recognizing, and not assuming, one’s gender identity. Create more inclusive environments by:

- Starting meetings by sharing your name and pronouns
- Include a pronoun section on name tags
- Add pronouns to your email signature
- Not assuming someone’s pronouns based on their appearance
- Reviewing the Pronouns 101 resource developed by Out on Campus (a division of the Simon Fraser Student Society)

Read more on Gender-Neutral Language from QMUNITY (BC’s Queer, Trans and Two-Spirit Resource Centre)
https://qmunity.ca/learn/resources/

**EDI LEARNING OPPORTUNITIES**

- Pride at Work Canada LGBT 101 Training (Register using coupon code ‘SFU10’)
- Inclusion & Intercultural Literacy – for staff (through HR)
- Inclusive Leadership & Intercultural Skills – for leaders (through HR)
- Coming out in the Workplace (webinar) – The LGBTQ2+ experience and how colleagues can support – by the Canadian Centre for Diversity and Inclusion; Wednesday, October 2 10:00-11:00; Register for free by selecting ”I work for a CCDI Employer Partner”

LGBTQ2+ and Employee and Family Assistance Program (EFAP) Reminder

People who identify as a member of the LGBTQ2+ community may request specific support from a qualified counsellor. Homewood Health, our EFAP provider has integrated an LGBTQ2+ focus into their support programs.

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Representatives of CUPE and members of the HR team have been reviewing the sick leave protocol that was introduced by agreement between SFU and CUPE in 2017.

The 2017 protocol has been very unpopular and difficult to administer, and we are very pleased to announce that a new protocol agreement has jointly been agreed to which will better reflect our goal of enhancing wellness and recovery in the workplace.

CUPE members gave the new protocol their resounding support with a 97.7% ratification vote. For details and further information see the new CUPE Sick Leave Protocol.

CONTACT  
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We are now underway with the last phase of the Job Evaluation Project (Phase 3). The two major components of this last phase are:

1. **Phase 3 Leader Meetings:** Work with leaders on jobs that were carried forward from Phase 2 (Phase 3 roles).
   - Compensation and HR Business Partners have been meeting with leaders to discuss the rationales for the results for Phase 3 roles based on existing job descriptions and finalizing grades for this project.
   - If there have been significant changes or editorial changes to any roles, leaders are encouraged to update the job description and follow the existing processes for submission. Please see the website for what constitutes a significant change.

2. **IT JE Project:** Implementing the Hay job evaluation methodology for all IT jobs (local & enterprise).
   - An IT Ambassador Group representing both IT central and local IT has been established to act as communicators and change agents for this project.
   - Using the same process that was used in Phase 2 for other senior jobs, all IT jobs Grade 15 – 20 are being reviewed by Senior Leaders and we’re working on communication and implementation.
   - Compensation is working with leaders to ensure all IT roles gr. 1-14 have job descriptions written.
   - All job descriptions will be evaluated under the new Hay Job Evaluation methodology and confirmed with leaders.

A BIG thanks to all those involved in supporting the implementation of the Hay job evaluation methodology! This Project is a foundation piece to enhance our Total Rewards package at SFU for APSA & APEX staff.

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LEARNING & DEVELOPMENT

LEARNING & DEVELOPMENT UPDATES

LEADERSHIP FOUNDATION PROGRAM

Congratulations to the participants of SFU’s first-ever Leadership Foundation Program. Participants noted shifts in mindset, new leadership skills and tools, more confidence, and a strong peer network as just some of the benefits of being part of the program. The program is featured in this SFU News article and participants share their experience in this short video.

The second cohort is already underway. We are also excited to welcome a group of 25 leaders for a new version of the program for leaders with more years of experience.

Learn more at www.sfu.ca/human-resources/learning-development.html

FALL WORKSHOPS

Continued learning and development has a critical impact on the success and engagement of people and teams. Whether it be through on-the-job learning, stretch opportunities or workshops, supporting your employees to participate in meaningful learning opportunities and modelling this yourself are important ways of creating a positive learning culture at SFU.

Fall workshops for staff and leaders include a range of learning topics from business writing to managing differences. Registration will open shortly.

Learn more at www.sfu.ca/human-resources/learning-development.html

CONTACT

Tara Black
Director, People Development
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On June 6, 2019, the University received notification from the Labour Relations Board (LRB) that TSSU had applied to amend their certification to include 14 Graduate Student Facilitators who work in the Student Learning Commons, into the TSSU bargaining unit. The University did not oppose the amendment, and as a result the 14 employees are now included in the certification as part of the TSSU bargaining unit.

The University’s bargaining committee will begin to negotiate the terms and conditions of their employment along with the current negotiations underway with TSSU. You can keep track of the progress in bargaining through our regular bulletins on our webpage: www.sfu.ca/human-resources/labour-relations.html

**CONTACT**

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On July 12, 2019, SFU welcomed Dr. Jacob Brockerman as the first Postdoctoral Fellow (PDF) employee! Under the supervision of Dr. David Vocadlo in the department of Chemistry, Dr. Brockerman’s work in biochemistry and cell biology will focus on human health and disease.

This appointment represents an exciting shift in recognizing the value PDFs bring to our community through their contributions to their chosen fields, to the University, to the University’s faculty researchers and to graduate students. This follows the Board of Governors approving changes to Policy R50.03 in late June, which will see most PDFs become employees of the University, and will better define the rights, roles and responsibilities of all PDFs, their supervisors and the university.

The Research Personnel Initiative (RPI) team is currently working with the various departments and faculties to process all new PDF appointments under the new policy. Additionally, departments and faculty who currently have PDFs are being contacted to begin the transition of existing PDFs to the new policy. In parallel, the team is working with the community to develop and refine the processes to support PDFs during their time at SFU.

**CONTACT**

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