

CPW Town Hall on ARDEIA

What we want to ask Columbia to improve in our contract

By the end of this town hall, we hope you...

- Understand how bargaining works
- Know our first bargaining offer to improve diversity
- Know how you can provide feedback throughout the process
- Understand how we will be able to win the rights and protections we collectively determine
- Know how you can get involved!

Follow us on Social Media!

How to engage during this Town Hall:

- Via the chat
- Respond to polls
- Via this feedback form: <https://bit.ly/CPW-feedback>

Roles:

- **Álvaro Cuesta-Domínguez** (he/him) - Dpt. Physiology: **Presenter**
- **Thiago Arzua** (he/him) - Dpt. Neuroscience **Presenter**
- **Cora Bergantiños-Crespo** (she/her) prev. Dpt. Genetics & Development: **Facilitator**

We begin Bargaining on April 20th!

What does that mean?

- April 20th: **Introductions** of the Bargaining Committee (BC) of our Union and Columbia Representatives. The BC presents **Contract demands** and **common rules** for Bargaining.
- Over the next sessions:
The BC will **open Articles** of our Contract and **present changes**.
Columbia will ask questions, **oppose** to some of the changes and propose a **counteroffers**.
>> this will continue back and forth..

How can we gain ground during negotiations?

- Show Columbia that a majority of us want to win these Contracts improvements.
>> need to **campaign!**

Why are we here today?

- To discuss our **first offer** we will present regarding topics surrounding ARDEIA.



Bargaining Session of Academic workers at UConn

“Your hair is SO WILD”

“But do you work here?”

“You remind me of my maid back in Israel”

A PI to a female postdoc “Your hair is SO WILD”

“But do you work here?”

“You remind me of my maid back in Israel”

A PI to a female postdoc “Your hair is SO WILD”

Black postdoc being asked: “But do you work here?” several times in university premises.

“You remind me of my maid back in Israel”

A PI to a female postdoc “Your hair is SO WILD”

Black postdoc being asked: “But do you work here?” several times in university premises.

A collaborator PI to a postdoc – “You remind me of my maid back in Israel”

Why ARDEIA?



Our contract was approved in July 2020 and our local was set in the aftermath of Breonna Taylor, George Floyds and many others' senseless murders.

Racism in the scholar/scientific community?

Representation among postdocs: worrying lack of diversity

ARDEIA Working group history

First working group created in our Union

Biweekly meetings

Initial approach was to review relevant policies at Columbia

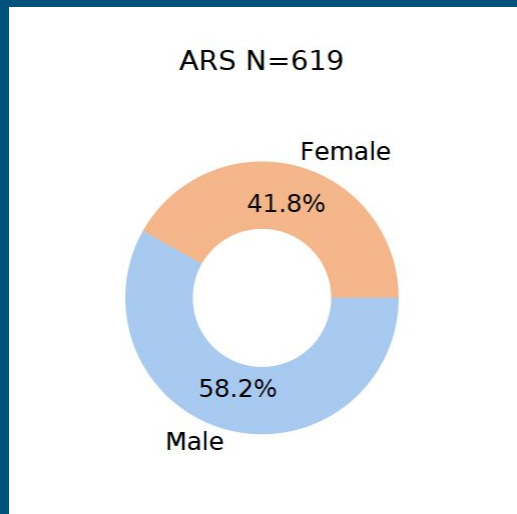
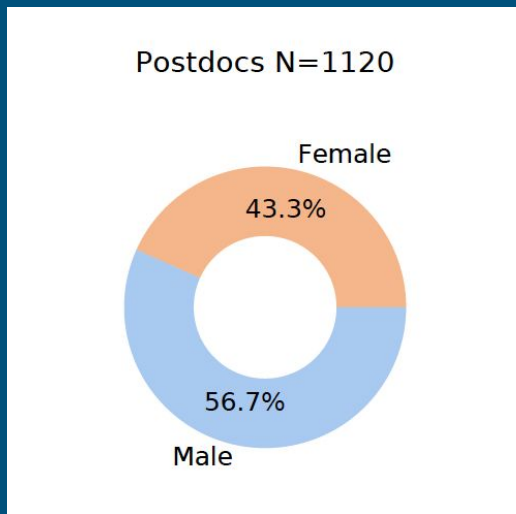
- Anti-Racism taskforce
- Gender-affirming surgeries
- RFI on demographics

How diverse is our unit?

Demographics
May 2019 RFI

Data from 2019: Columbia has refused to provide updated demographics

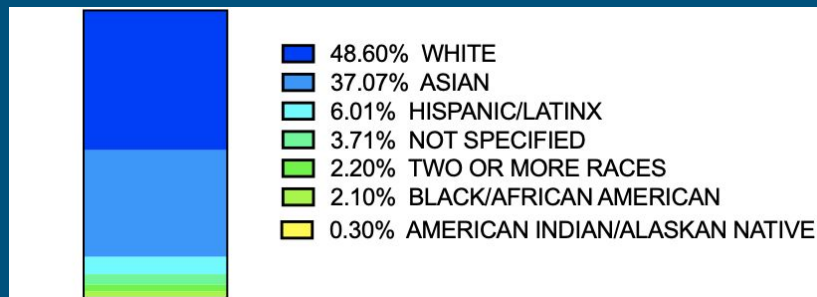
Gender gap



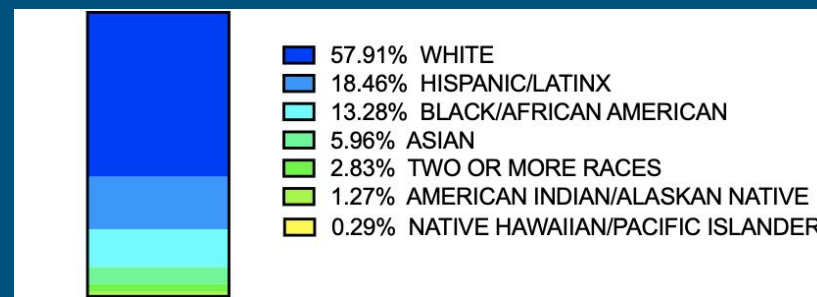
How diverse is our unit?

Demographics
May 2019 RFI

Our unit

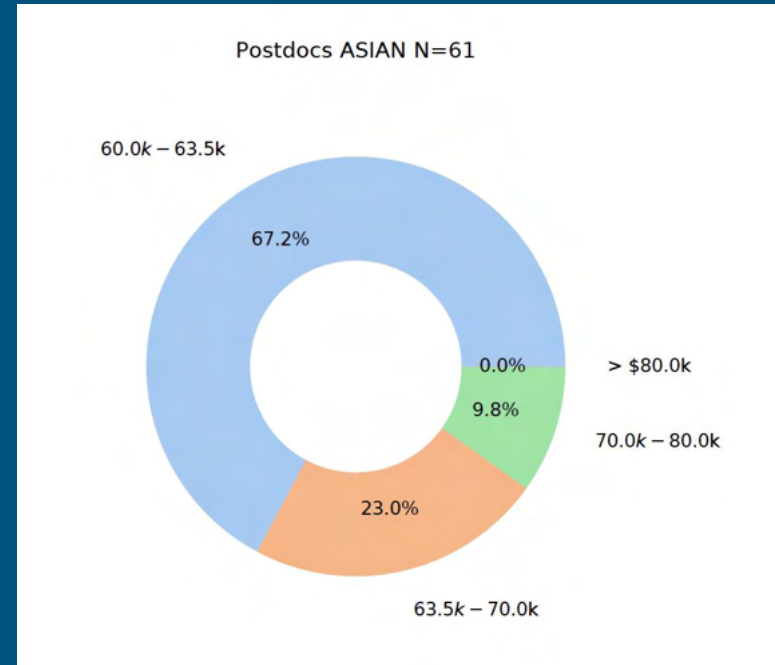
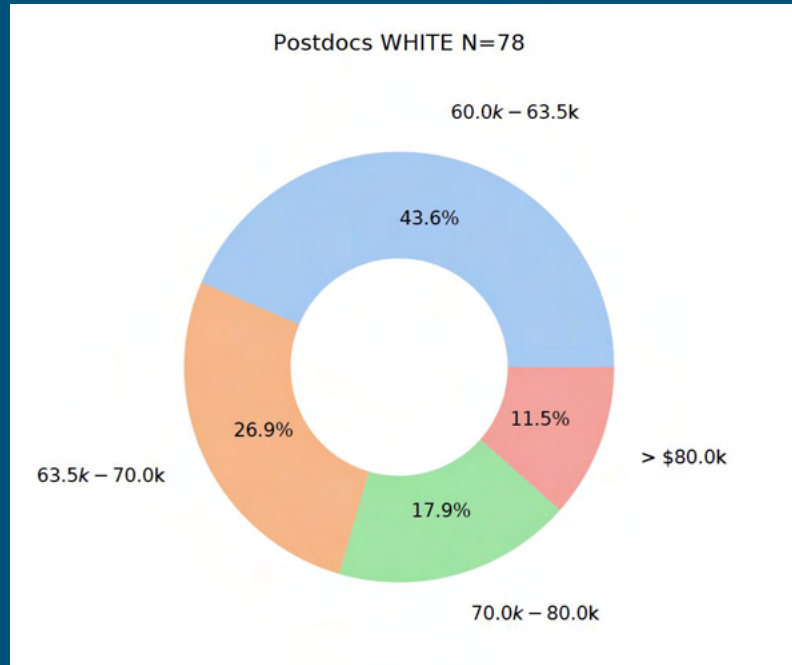


US population



Source: US Census Bureau 2021

Racial disparities in terms of salary (2022)



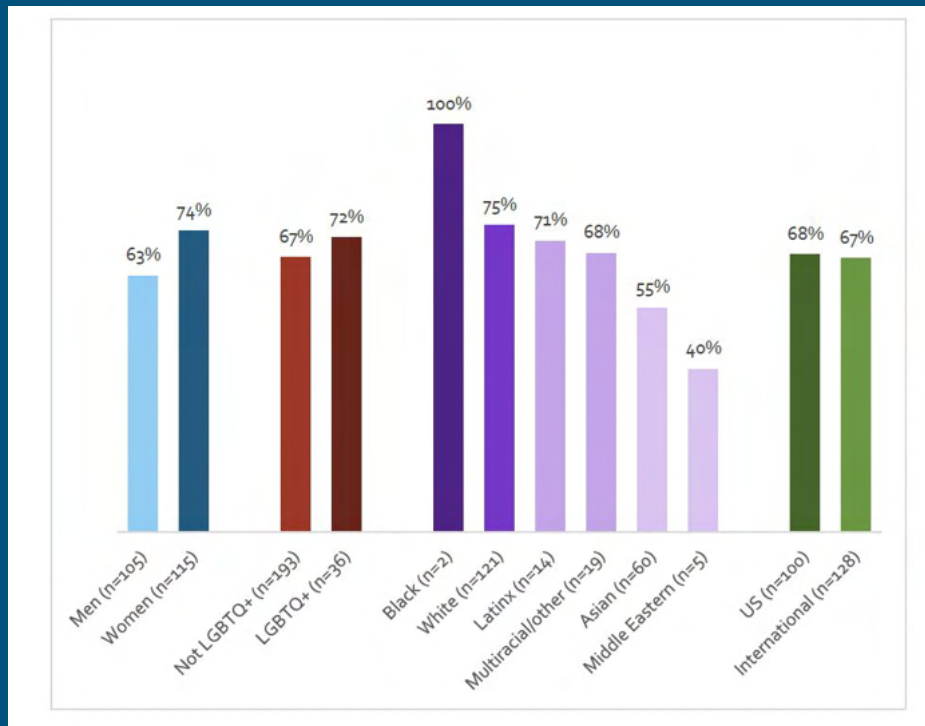
Minority postdocs/ARSs and bullying

Survey conducted in 2021 by our local WG on anti-bullying (n=239)

	n	%
Age group		
25 to 29	28	12.4%
30 to 34	91	40.3%
35 to 39	58	25.7%
40 to 44	26	11.5%
45 to 49	7	3.1%
50 to 54	5	2.2%
55 to 59	8	3.5%
60 or older	3	1.3%
Gender		
Woman	115	51.6%
Man	105	47.1%
Nonbinary/nonconforming	3	1.3%
LGBTQ+ identified		
No	193	84.3%
Yes	36	15.7%

Racial/ethnic identity		
Asian	60	27.1%
Black	2	0.9%
Latinx (any race)	14	6.3%
Middle Eastern	5	2.3%
White	121	54.8%
Multiracial/Other	19	8.6%
International scholar		
Yes	128	56.1%
No	100	43.9%
Current title		
Postdoctoral Research Scientist/Scholar	107	46.9%
Postdoctoral Research Fellow	41	18.0%
Associate Research Scientist	80	35.1%

Experiences of power-based harassment based on respondents characteristics



ARDEIA Focus groups

Conducted on summer 2022 in CUIMC,
Morningside and Zuckerman Institute

Gather insight and collect experiences and
perceptions on diversity

25 people participated and provided
feedback on current policies, as well as
highlighted possible improvements to our
contract



ARDEIA Focus groups report

- Immigration status, visas, and permanent residency (power imbalance)
- Belonging has been difficult during COVID pandemic
- Racial diversity is rooted in the fact that the majority are international
- Hiring practices are not transparent
- Microaggressions and implicit bias are still widespread
- Inequalities applying for funding depending on immigration status
- Lack of support for researchers with disabilities

Improvements that we want to make

Enforce a system to track data on hiring practices to promote ARDEIA

ARTICLE 13 JOB POSTING

Section 1: In accordance with University policy, the University will continue to utilize an applicant tracking system for posting **all** employee positions **covered by this agreement;** ~~consistent with current practice.~~

Section 2: Pursuant to increasing the diversity of the postdoctoral and Associate researcher population the University will track applications submitted and final hiring for each open position. Once per year, an equal number of University and Union representatives will review the data and discuss measures to increase inclusivity and more diverse hiring **practices.**

Improvements that we want to make

Enforce that the university makes proper accommodations for diverse postdocs/ARs

ARTICLE 28 WORKSPACE AND MATERIALS

Section 1: The University shall provide access to workspace, facilities, equipment, materials and access to the internet and other network resources necessary to perform assigned duties.

Section 2: Pursuant to increasing inclusivity and accessibility for Columbia university employees the University will grant gender neutral bathrooms, and accommodations to ensure accessibility including but not limited to ramps, elevators and at least one automatic door per building, and adjustable desks as required by employees.

Section 32: If, with prior approval, an Employee is required to purchase any materials, equipment, or services, as referenced in Section 1, the University shall reimburse the Employee in a timely manner.

Improvements that we want to make

Have access to expanded, accurate and timely data on unit members

ARTICLE 24 UNION ACCESS, RIGHTS AND ACTIVITY

Section 98: The University will provide the Union with an accurate updated list of ~~changes (additions and deletions) to~~ the composition of the bargaining unit on a monthly basis. This will include the Employee's full name as provided to the University, uni, gender, preferred pronouns, ethnic category, visa status, position type, job title, department, location address (street, city, state and zip code), all known ~~University~~ e-mail addresses and all known phone numbers, FTE percentage, compensation, appointment start date, appointment end date, and hire date.

What comes next?

Join the **Organizing Committee** and help the Bargaining Committee building a strong case to present to Columbia > let's start bargaining **strong!**

Help **collect signatures** for our Contract demands > we will present the first day of Bargaining.

Share with us your **thoughts, ideas, suggestions!!** > Don't forget to fill in the **Feedback Form:** <https://bit.ly/CPW-feedback>

SPREAD THE WORD! Be sure everyone you know is up to date with the Contract campaign. And put them in touch with us if they want to know more or get more involved.

THANK YOU

From your
Friendly
Neighborhood
Bargaining
Committee



Follow us on Social Media!

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Join our Slack Channel! <https://bit.ly/CPWslack>