

## Faculty of Education

### DIVERSITY, EQUITY AND RESPECT COMMITTEE

#### 1. Terms of Reference

- a. To encourage the practice of the principles of diversity, equity, respect and inclusiveness in the Faculty.
- b. To assist with matters relating to diversity, equity and respect within the Faculty as identified in the 1990 Report of the Presidents' Commission for Equality and Respect on Campus.
- c. To collaborate with Faculty stakeholder groups in the area of diversity, equity and respect.
- d. To submit an annual report to Faculty of Education Council.

#### 2. Composition

##### a. *Elected Members*

- i. One full-time tenure track academic representative from each of the four departments and the school as elected through faculty spring election process.
- ii. Two support staff representatives as elected by support staff.
- iii. One representative of APOs as elected by APOs.
- iv. Two sessional representatives as elected by sessional staff.
- v. One graduate student as elected through the Dean's Office.

##### b. *Appointed Members*

- i. One Educational Students' Association (ESA) representative as appointed by ESA.
- ii. One representative HT Coutts Library as appointed by the Library.
- iii. One representative from the Undergraduate Student Services office as appointed by the Associate Dean, Teacher Education.
- iv. Two members at large appointed by the Dean on the advisement of the Chair.
- v. The Employment Equity Advisor, Human Resource Services. (DER Apr 14 2010)(EFC Jun 8 2010) (DER Mar 09 2011)(EFC Apr 5 2011)

#### 3. Procedures

- a. The Committee shall elect a chairperson from its membership who shall generally continue as chair throughout his/her membership.
- b. Members will be elected or appointed as indicated. The Dean of Education's Office will facilitate the process for 2(a) ii, iii, iv, v and 2(b) i, ii. (EFC Dec 4 2012)
- c. Term of office will be two years for 2(a)i, 2(a)ii, 2(a)iii, 2b(ii) and one year for all other elected or appointed members. (DER Apr 14 2010)(EFC Jun 8 2010) (DER Mar 09 2011)(EFC Apr 5 2011)

- d. Quorum for the Diversity, Equity and Respect Committee will be 50% plus 1 (9 members). If the need arises, an electronic vote will be conducted. (DER Nov 14 2012) (EFC Dec 4 2012)
- e. If an elected member is absent from three consecutive meetings the Committee Chair may declare the position vacant. (DER Nov 14 2012) (EFC Dec 4 2012)

Approved: Faculty Council / May 4, 2009

Updated: D, E and R / Oct 12, 2006

Updated: Executive Council / September 17, 2002

Updated: E & R Committee / June 12, 2002

Updated: Faculty Council / April 5, 2000

Updated: Executive Council / March 21, 2000

Approved: Faculty Council / November 12, 1992