

Equity, Diversity, Inclusion, and Indigenization (EDII) Committee

Terms of Reference

Adopted: March 7, 2022
Motion#: 21-21-145-C

Mandate and Focus

1. As per Association Bylaws, the Equity, Diversity, Inclusion, and Indigenization Committee (EDII) is a standing committee of Council.
2. Equity, Diversity, Inclusion, and Indigenization have emerged as key values and priorities within our organization and Membership.
3. The EDII Committee shall focus on raising awareness, creating visibility, and overcoming systemic racism, discrimination, and oppression.

Definitions

1. *The Committee* means the EDII Committee
2. *Diversity* refers to the range of differences in any given group - in our case, diversity can refer to the range of differences within the student population at the Institution as well as Council and the Association staff.
3. *Inclusion* means ensuring that individuals are not just included, but appreciated, acknowledged, and heard. Inclusion requires action and a strategy to be effective.

Membership

1. The Committee membership shall consist of:
 1. Vice President Academic who shall be the Chairperson;
 2. At least two (2) voting members of Council other than Executive Council members;
 3. Other Members of the Association;
 4. A staff member in a non-voting capacity to serve as a resource if deemed necessary; and
 5. Any other individual(s) deemed necessary by the Chairperson.
2. In the event that a member resigns, every attempt shall be made to fill the vacancy in an efficient manner.
3. All Committee members shall abide by all Association and Institution policies.

Roles and Responsibilities

1. The EDII committee shall make recommendations that model an equitable, diverse, and inclusive framework built on respect and safety for all.
2. The Committee shall continue the ongoing conversation about EDII on campus and create a sense of community to help reduce any stigma associated with EDII.
3. The Committee shall be responsible for planning, advertising, and promoting EDII initiatives.
4. The Committee may choose to collect and distribute information from the Membership to ensure the Association is prepared and responsive to changes in EDII initiatives that may impact Membership.
5. It is the responsibility of the Chair to present ongoing reports and submit an end-of-term report to Council.

Meetings

1. The Committee shall meet at least once per month between October 1 and April 30. The Committee may meet between May 1 and September 30 as deemed necessary.
2. Additional meetings shall be called at the discretion of the Chairperson.
3. Meeting proceedings shall be properly documented and archived in the form of minutes and attendance by the Chair or their designate. It is the responsibility of the Chairperson to submit said documents to the Executive Director or designate.

Amendments

1. Any changes or amendments to the EDII Committee Terms of Reference shall be submitted to BARC for review and forwarded to Council for final approval.
2. Notification of Terms of Reference changes must be submitted to Council in writing at least 14 days prior to presentation.