



Committee: Interim Inclusion, Diversity, Equity and Accessibility (IDEA) Council

Committee Sponsor: Mount Royal Faculty Association

Date last Revised: April 14, 2023

Goals of the Interim IDEA Council

The Association has committed to developing and supporting structures which respect the dignity, rights, and beliefs of its Association members. The IDEA council—as described in the *MRFA 2025 Plan*—will advise on ways for the MRFA to:

- Increase historically excluded members' engagement with the Association and representation on its committees and its executive.
- Create, implement, and support inclusive, diverse, and equitable Association systems and structures.
- Strengthen the Association's working environment to prioritize safety for its members and staff.
- Build members' capacity to develop and implement EDI in the Association and across MRU.
- Advance progress on IDEA issues through changes to the Collective Agreement.

Role: To guide, advise and liaise with MRFA Committees and Officers on issues of inclusion, diversity, equity, and accessibility (IDEA).

Membership

Normally, the IDEA Council will include 11 members and the MRFA President *ex officio*. The Diversity and Equity Officer, the Negotiations Officer, and 9 Executive-board appointed MRFA members representing each of the **below listed equity deserving groups**:

- Gender and sexual diverse individuals;
- Indigenous individuals;
- Individuals with disabilities;
- Neurodivergent individuals;
- Racially minoritized individuals;
- Refugees and new immigrants;
- Socio-economically disadvantaged individuals;
- Women.

The 9 members will be MRFA members appointed by the Executive from one of the following **constituencies**:

- MRFA Member Directed Working Groups representing equity-deserving groups (as listed above)

- Other groups representing equity deserving groups
- Self-nominated candidates. Self nominated candidates should indicate in their nomination statement how they will be able to represent one of the above-listed equity-deserving groups.
- Every effort will be made to ensure that there is a diversity of representation by appointment category, and statements to this effect shall be incorporated in the call for statements of interest.

Appointments will be for one year with an option to apply for renewal.

The council will elect its own chairperson and vice-chairperson.

The MRFA EDI Advisor (after appointment) will be made available to the council as a resource.

Activities

The council will meet a minimum of twice per academic year (once in the Fall and once in the Winter), or at the request of the MRFA Executive or at the call of the Council Chair. In addition, the Council may establish its own meeting frequency beyond the minimum set by the TOR.

Members of the council will function in a liaison role, communicating between the MRFA and equity deserving groups.

- MRFA Executive Board may refer matters to the Council for guidance on policies, procedures, activities, events of the MRFA.
- A Council member may refer relevant matters for the consideration of the Council.
- The Council will liaise with the VP Negotiations on making progress on IDEA issues through changes to the Collective Agreement.
- Members of the Council will identify and advise the MRFA Executive on emergent and/or systemic EDI issues at Mount Royal.
- Draft bylaw recommendations and permanent Terms of Reference for the permanent IDEA Council.
- End-of-year report with recommendations for Council structure and resources due to the Board April 21, 2024.
- Final report due to the Board by January 15, 2025 with the aim to bring forward bylaw amendments at the April 2025 MRFA Membership Meeting.

Compensation: The 9 Board-appointed members of the IDEA council will be eligible for a \$500 honorarium.