



Committee: Equity, Diversity, and Inclusion Committee

Committee Sponsor: Mount Royal Faculty Association

Date last Revised: May 12, 2023

Mandate

The Equity, Diversity, and Inclusion Committee shall advise the Association on principles and best practices in continuing to build a more diverse faculty, academic, and institutional community; in supporting and representing diverse groups more effectively; contributing where possible and appropriate to activities and initiatives to better enhance opportunities for equity across all faculty members; and in identifying gaps in policy, support, and services appropriate to its mandate.

It is not within the mandate of the committee to deal with specific complaints related to diversity or equity from individuals.

Authority

The Equity, Diversity, and Inclusion Committee is a standing committee of the Mount Royal Faculty Association. It reports on its activities to the Executive Board and to the Regular Members of the Association. The committee may review this charter as it deems necessary and submit proposed changes to the Executive Board for approval.

Membership

The Equity, Diversity, and Inclusion Committee shall consist of:

- the Equity, Diversity, and Inclusion Officer, who shall be Chair;
- the Administrative Specialist, non-voting;
- three Regular Members to serve a term of two years and to be elected in odd-numbered years;
- three Regular Members to serve a term of two years and to be elected in even-numbered years; and
- any other person recommended by the committee to serve in an advisory role, or to expand the diversity of representation, and appointed by the MRFA Executive Board to sit as a non-voting member for the remainder of the academic year.

The MRFA's Labour Relations Officer may serve as a non-voting resource to the Committee.

The Equity, Diversity, and Inclusion Committee shall annually appoint a vice-Chair from among its elected members.

Meetings

In addition to the initial meeting, which shall be held during the Committee Transition Meetings, the Equity, Diversity, and Inclusion Committee shall normally meet monthly during the academic year. Additional meetings may be called as necessary by the chair. Minutes will be taken for all committee meetings and approved minutes shall be submitted to the Executive Board for information.

Quorum shall be 50% of current committee membership + 1, including either the Chair or Vice-Chair.

Sub-committees may be struck by the EDI Committee to complete specific tasks.

Expected Activities

The Equity, Diversity, and Inclusion Committee shall

- support the concrete actions outlined as commitments in MRFA 2025, including but not limited to the fullest inclusion of the Association's members, with particular attention to those members whose voices and experiences have historically been absent from the Association, including (but certainly not limited to and not listed in any order of importance):
 - Gender and sexual diverse individuals;
 - Indigenous individuals;
 - Individuals with disabilities;
 - Neurodivergent individuals;
 - Non-dominant racial groups;
 - Refugees and immigrants;
 - Religious minorities;
 - Socio-economically disadvantaged individuals;
 - Women.

- identify systemic barriers in recruitment, employment, and promotion policies and procedures at Mount Royal University that are discriminatory in nature and submit recommendations to the Executive Board and the Regular Members regarding these matters;
- conduct research related to the committee's mandate as requested by the Executive Board or the Bargaining Committee;
- review on an on-going basis employment equity policies at other universities in Canada and, where appropriate, the United States;
- review, at least every two years, the self identification questions in the MRFA census and submitting recommendations for amendment, where appropriate, to the Executive Board by January of the academic year in which the review takes place;
- receive and review aggregate data from the annual MRFA Census;
- oversee the implementation and maintenance of the EDI Calendar and related communications;
- submit a report to the Executive Board in January describing its work during the fall semester;
- encourage colleagues' direct involvement and participatory engagement in the work of the committee; and
- prepare a report for the Annual General Meeting describing its work during the year.

Resources

The MRFA will provide a budget for the committee in an amount to be reviewed by the MRFA Finance Officer annually or at the request of the committee.