



University of Regina Faculty Association Equity Committee

Terms of Reference

The URFA Equity Committee represents the interests of equity seeking groups at the University of Regina, First Nations University of Canada, Luther College, and Campion College, including but not limited to: Indigenous people, people from racialized groups and ethnic minorities, persons with disabilities, women, as well as gay, lesbian, bi-sexual, transgendered, and two-spirited persons.

Membership

Membership will be composed of: a minimum of **seven** URFA members; with one URFA representative from each bargaining unit. Additional members (up to a maximum of 15) will be solicited by the Faculty Association on the basis of their interest and commitment to equity issues. Quorum is set at one-third of the total membership.

Members' terms will be for one or two years from May 1st to April 30th. Prior to the end of their term, members will be consulted with regard to continuing for another term. Where possible, terms will be staggered to allow for continuity of committee.

Any vacancies which bring the composition of the committee below seven will be filled by the URFA Executive Committee.

Any URFA member who wishes to address a particular equity issue (in accordance with these terms of reference) under the auspices of the Equity Committee, within a "working group", but does not wish to be a regular committee member, may become an associate member. Arrangements will be made to ensure the Equity Committee is kept informed about any such initiatives, possibly by assigning an official Committee member to the working group(s), or requiring the person who is spearheading the initiative to make written reports to the Committee. This will allow the Equity Committee to keep the URFA Executive Committee informed.

Ex-Officio members: URFA Chair; URFA Executive Director

Chair and Recording Secretary:

The Chair of the committee shall be the Equity Officer as determined through the Constitution and By-Laws. The Recording Secretary will rotate unless a member of the Committee volunteers, and is appointed by the Committee, to fulfill either of these roles. The Chair will be assigned to represent the Committee as well as provide written reports at URFA Executive

Committee meetings and to report at the URFA AGM. The Recording Secretary will ensure minutes of meetings are forwarded to the Faculty Association in a timely manner.

Equity Committee Objectives

The Committee shall:

- a) advocate for the fair treatment of all members of the University community, building and expanding upon the work of the URFA Status of Women Committee and previous Equity Committee;
- b) identify, consult, and represent members of equity-seeking groups and provide a safe space where equity issues can be reported and discussed freely;
- c) identify, and work toward eliminating, sources of inequity and systems that discriminate against equity-seeking members, both within the University community and the Faculty Association;
- d) engender a culture of inclusiveness which promotes respect, understanding, fairness, and an appreciation of fundamental human rights within the entire University community;
- e) inform and empower equity-seeking groups and the University community as a whole to exercise their rights, including those under the law as well as mechanisms set out in the Collective Agreement(s), to better their lives at work;
- f) review practices and policies within the administration of the University (and its Federated Colleges), and within the Faculty Association, and work to ensure equity, fairness, and justice in these policies and practices for all members;
- g) hold leaders of the University of Regina, its Federated Colleges, and the Faculty Association accountable for improving the systems and structures on campus that promote equity;
- h) advise the URFA Executive Committee and/or respective Negotiating Committees in all areas affecting equity;
- i) work actively with other committees (or University bodies on campus) with similar interests and goals in order to achieve an ethos of equity and a culture of respect and understanding towards diversity within the University community;
- j) develop strategies and alliances, both on and off campus, that promote achievements and support the goal of a culture of respect and inclusive and equitable participation in the academic community.

A primary goal of the committee is continuous learning about equity issues. For example, the committee will organize, present and promote events, workshops, guest speakers, etc. as it sees

fit. At a minimum, the Equity Committee will host a CAUT-sponsored workshop focusing on Equity and Diversity every second year.

Code of Conduct

In keeping with the objectives of the committee, members will maintain respectful and collegial working relationships so as to ensure the effectiveness of the committee.

Approved by Executive – 2017-02-07

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