Follow-up to Employment Systems Review Recommendations
Re: Human Rights Committee

Recommendation 1:

“That the Faculty’s Human Rights Committee be re-named the Equity, Diversity and Human Rights committee and include academic, support staff, and student representation.”

Response 1:

Arts Executive Council will be asked at its next meeting to support a motion to re-name the Human Right’s Committee the “Equity, Diversity and Human Rights Committee”. If passed at Executive, this motion will be presented to Arts Faculty Council in the Fall. The Dean’s Office will draft a set of proposed terms of reference to be presented to Arts Executive for approval and recommendation to Faculty Council. This committee will have a mandate to consider matters related to equity, diversity and human rights that go beyond the specific issue of employment equity. Issues that may be investigated include matters of concern to students, staff, and faculty. For our present purpose, however, it is most appropriate to emphasize that a major part of the mandate of this committee will be to help ensure that the recommendations of the ESR are put into action, as well as to develop further strategies designed to enable the Faculty to achieve a more equitable and representative workplace. It is my intention to recommend that this committee be required to report annually to Arts Faculty Council. In support of this committee, the Dean’s Office will provide summary data and analysis pertaining to recruitment, retention, remuneration, promotion, administrative appointments and service duties within the Faculty of Arts.
TERMS OF REFERENCE

EQUITY, DIVERSITY AND HUMAN RIGHTS COMMITTEE

The Faculty of Arts Equity, Diversity and Human Rights Committee is responsible to the Dean of Arts.

The Committee will consist of five (5) faculty members, two (2) support staff, one (1) currently-registered Arts student member (selected by the Arts Student Body Council), and one (1) graduate student (in an Arts program selected by the Graduate Students’ Association) with the Dean or his/her designate serving as the Chair. Faculty and support staff members of the Committee shall serve staggered two-year terms; student members of the Committee shall serve one-year terms.

The Equity, Diversity and Human Rights Committee shall:

a. Ensure that the recommendations of the Employment Systems Review are put into action and develop a timeline and strategies designed to enable the Faculty to achieve a more equitable and representative workplace. The equity focus will include designated groups (women, Aboriginal persons, persons with disabilities and members of visible minorities) as well as non-designated groups (sexual minorities, gender minorities) and other questions raised in relation to ethnic and religious diversity.

b. Work to ensure that a tracking system is put in place for the Faculty of Arts and further investigate possible differentials or disparities in the following:
   (i) Promotion rates
   (ii) Salary
   (iii) Service loads
   (iv) Faculty of Arts Performance Evaluation Form/Procedures for Support Staff
   (v) Opportunities for Support Staff

c. Consider matters related to equity, diversity and human rights that go beyond the specific issue of employment equity.

d. Investigate issues related to matters of concern to students, staff and faculty.

e. Further the cause of equity, diversity and human rights by publicizing the University’s Respectful Work and Learning Environment and the Employment Equity Policies.

f. Discuss matters brought to it by any member of the academic community concerned about an infringement of human rights and equity;

g. Make representations or referrals to appropriate officers or entities of the University with respect to such matters;

h. Undertake an educational mission within the Faculty, embracing faculty, support staff, and students, that will stress the importance of human rights, equity and diversity and lead to implementation of these principles in the academic community.

The Equity, Diversity and Human Rights Committee shall report annually to Arts Faculty Council about its activities. In order to assist the Equity, Diversity and Human Rights Committee with its mandate, the Dean’s Office will provide summary data and analysis pertaining to recruitment, retention, remuneration, promotion, administrative appointments and service duties within the Faculty of Arts.
Designated Groups

The Federal Contractors Program (FCP) requires the implementation of measures to identify and remove artificial barriers to the employment and advancement of four designated groups (as defined in the *Federal Employment Equity Act, 1995*):

- **Women**
- **Visible minorities**: individuals (other than Aboriginals) who are non-Caucasian in race or non-white in colour
- **Aboriginal peoples**: individuals who are Status Indian, Non-Status Indian, Inuit or Métis
- **Persons with disabilities**: those with visible or non-visible disabilities (which can include any degree of paralysis, amputation, lack of physical coordination, blindness or visual impairment, deafness or hearing impairment, muteness or speech impairment, reliance on a guide dog, wheelchair or other appliance devices). Learning, mental, or psychiatric disabilities can include learning or comprehension incapacities that are significant and persistent, but still permit the individual to carry out duties and perform tasks in a reliable manner

Non-Designated Groups

- Sexual and gender minorities (e.g. gay, lesbian and transgender)
- members of religious and ethnic minorities