

Faculty of Arts Diversity and Inclusion Committee Terms of Reference

AUTHORITY:

Established by Arts Faculty Council as a standing committee of Faculty Council that will make recommendations to Faculty Executive Council for approval by Faculty Council.

PURPOSE:

To support an inclusive and diverse community of faculty, staff, and students. This goal will be accomplished by providing a forum to address issues and concerns in the Faculty of Arts and the broader University community, and by providing advice on policies, initiatives, and programs that address inclusion and diversity.

TERMS OF REFERENCE:

The Committee shall:

1. meet at least two times per academic year, starting in September or at the call of the Chair;
2. provide support to the University of Manitoba's Equity, Diversity & Inclusion Facilitator in implementing any new University-wide programs or initiatives in the Faculty of Arts;
3. advise Faculty Council in the interest of aligning the Faculty of Arts with the University's programs, initiatives, and mandates with regard to inclusion and diversity;
4. collaborate with Human Resources to develop and implement training, seminars, and professional-development opportunities focused on inclusion and diversity;
5. on its own initiative, take under advisement any action by Arts Faculty Council, or the standing committees of Faculty Council, relating to inclusion and diversity, and to make recommendations thereon;
6. on its own initiative, offer support to the Dean of Arts and Faculty Council to counter episodes on campus that diverge from the aim of the Committee;
7. elect one of the faculty members of the committee as chair on an annual basis;
8. report to Faculty Council at least once per year;
9. work to include representatives of all minority groups in the composition of the committee.

COMPOSITION:

1. Dean of Arts or delegate, *ex officio*ⁱ
2. University of Manitoba's Equity, Diversity & Inclusion Facilitator, *ex officio*ⁱ (non-voting member)
3. Chair (or delegate) of the Arts Indigenous Content Committee, *ex officio*ⁱ
4. five faculty members elected by Faculty Council, serving staggered two-year terms
5. two support staff elected by the Faculty of Arts support staff, serving staggered two-year terms
6. one part-time academic (sessional instructor), serving a one-year term contiguous with the period of employment in the Faculty of Arts
7. one Arts student member appointed by the President of the Arts Student Body Council, serving a one-year term
8. one graduate student in an Arts program appointed by the President of Graduate Student's Association, serving a one-year term

The committee should have one Indigenous representative. The Confidential Assistant to the Dean (who coordinates the support staff election to the committee) will consult with the Arts Nominating Committee, the president of the Arts Student Body Council, the president of the Graduate Students Association and the Confidential Assistant to the Associate Deans (who coordinates the sessional appointment to the committee), in an effort to ensure that there is at least one Indigenous representative on the Committee.

ⁱ All ex-officio members of standing committees have voting rights unless otherwise stipulated