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’s work shall include:

1. Developing a timeline and strategies to put into action the recommendations of the Employment Systems Review;

2. Recommending to the Dean’s office on the development and implementation of a tracking system to monitor equity and diversity in Faculty of Arts recruitment, hiring, retention and promotion of staff and faculty;

3. Investigating possible differentials or disparities in the following: (i) promotion rates, (ii) salaries, (iii) service loads, (iv) Faculty of Arts performance evaluation form/procedures for support staff, (v) professional development opportunities for support staff;

4. Recommending an educational and awareness program within the Faculty, including

5. faculty, support staff and students, to stress the importance of human rights, equity and diversity, and lead to the implementation of these principles, including by publicizing the University’s Respectful Work and Learning Environment and Employment Equity Policies;

6. Receiving an annual report from the Dean on equity, diversity and human rights in the Faculty of Arts.

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, and other information and analysis requested by the Committee.