



Faculty of Education Community and Human Development Standing Committee on Equity, Diversity, and Inclusion (FECHD EDI)

**University of the Fraser Valley
Terms of Reference and Definitions
January 28, 2022**

A. Purpose of the FECHD EDI

The FECHD EDI is committed to supporting equity, diversity, and inclusion (EDI). The overall purpose of the FECHD EDI is to provide leadership in creating and fostering an environment that supports effective practices, policies, and pedagogy for EDI. The FECHD EDI will make recommendations to the FECHD dean and faculty council with a focus on strategies to create a more equitable, diverse, and inclusive UFV. This means the identification and addressing of barriers and challenges. To do this, the FECHD EDI will:

- a) Be a touchpoint for EDI topics/issues for FECHD members.
- b) Be a liaison for the EDI Director to communicate priorities of UFV policy and practice that will lead to better equity, diversity and inclusion and FECHD EDI will communicate updates and initiatives to the EDI Director.
- c) Provide regular educational opportunities regarding EDI at FECHD meetings.
- d) Highlight upcoming EDI related events for FECHD members.
- e) Consult with and reach out to constituencies that are not present at the FECHD meetings. Examples include groups such as the Centre for Accessibility Services, LGBTQ+ pride network, and Race and Antiracism Network.

B. Scope

The FECHD EDI will promote EDI strategies for teaching and learning, scholarship, research, and service; policies and practices; creating a welcoming and diverse workplace; and working collaboratively with the community to engage in EDI. Reporting will be based on the institutional EDI Action Plan and the committee's stated purposes. A summary report will be presented to FECHD faculty council annually.

C. Membership

The FECHD EDI committee is a standing committee. The FECHD EDI committee will be made up of a minimum of four members and will endeavour to be representative of each of the departments and programs in FECHD. Members may be added as the process will allow for some flexibility.

Representatives will be drawn from as many of the departments/units from FECHD as possible.

The FECHD EDI membership will be based on standard committee membership procedures. Members are appointed for a two-year term.

D. Co-Chair

One Co-Chair will be elected or acclaimed. The Co-Chair will serve for one year, with potential for renewal. The Co-Chair will provide the agendas and minutes for the meetings to the Dean's Office to be included in the monthly faculty council package.

E. Meetings and Proceedings

The FECHD EDI will meet monthly or at the call of the Co-Chair. Minutes or notes will be taken at the meetings and will be circulated prior to the next meeting. Action items will be identified for the members based on the discussions.

Administrative support will be provided by the President's Office. The FECHD EDI may, at times, require confidential 'in camera' discussions. These discussions will not be recorded in the minutes or notes. Confidentiality of individual persons and sensitive issues will be maintained within the FECHD EDI.

F. Decisions

The FECHD EDI will make recommendations to the faculty council for discussion and approval.

G. Communications and Reporting

Regular communications to the FECHD faculty council will be made throughout the year in addition to an annual summary.

H. Working Groups

Working Groups will be formed to work on specific strategic initiatives. Members of the FECHD EDI will liaise with the Working Groups. This may include consultation with subject matter experts. Working Groups will report to the FECHD EDI via their liaison in the FECHD EDI and via the Chair and Co-Chair.

I. Review of the Terms of Reference

The Terms of Reference will be reviewed annually each November.

(See Definitions on the following page)

Definitions

“Diversity is where everyone is invited to the party. Equity means that everyone gets to contribute to the playlist. And inclusion means that everyone has the opportunity to dance.” (University of Michigan)

Equity is a just, fair, principled approach to uphold equal treatment for all. It recognizes that while all people have the right to be treated equally, not all people experience equal access to resources, opportunities, or benefits. Achieving equality does not necessarily mean treating individuals in the same way and may require the use of specific measures to dismantle barriers.

Diversity refers to the unique and interrelated dimensions of human identity, which include race, ethnicity, gender, gender identity and expression, socio-economic status, nationality, citizenship, religion, sexual orientation, ability, age, family status, and marital status. Importantly, diversity also includes the unseen dimensions of identity, such as beliefs, ideologies, value systems, world-views, traditional knowledge and lifestyles, and personal interests. Valuing diversity involves appreciating the opportunities that stem from intercultural dynamics and plurality of beliefs and values utilizing the rich resources that exist in diverse community environments. *(Informed by Abbotsford Community Development Council; Abbotsford Community Services, 2017).*

Inclusion means that all people have the right to be respected and appreciated as valuable members of their communities. Inclusion in post-secondary education means welcoming, supporting, and resourcing all people to succeed, whether students, faculty, staff, or administrators. Inclusion in the organization means all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success. *(Informed by Universities Canada; Talent Intelligence).*