

Policy on Equity, Diversity and Inclusion (EDI) Champions

Rationale for School EDI Champions

In an effort to ensure that equity and inclusion issues remain a central consideration in decision-making at all levels across the School, the EDI Sub-Committee of Council proposes that one member of every Faculty Council committee (other than the Chair), have an additional role (beyond their normal membership tasks) of being an Equity, Diversity and Inclusion Champion. In addition, this practice is recommended to extend to local unit and departmental committees.

EDI Champion Role Objectives:

- Bring an unbiased EDI lens to Faculty Council committees
- Build cultural change to the School, and move towards becoming more inclusive towards historically underrepresented groups
- Build a culture of allies and inclusiveness for historically underrepresented groups
- Improve reporting on equity efforts within the Faculty

Duties of the EDI Champion

The EDI Champion is responsible for identifying, raising and explaining any potential issues related to equity and inclusion in the context of the committee. While, ideally, the Champion will have a demonstrated commitment to equity, they do not have to believe in one particular stance for bringing up issues of equity and inclusion. The Champion is responsible for beginning these discussions. Their role is not to impose decisions on a committee, but to help a committee strive towards continuous improvement on equity, diversity and inclusion issues.

Champions will also be responsible for contributing to the annual report of the committee by reporting on the success of the committee in addressing equity/inclusion goals.

Training & Resources

Training is mandatory in this role and a training plan will be developed by the EDI Sub-Committee.

The training is intended to advise Champions on how to integrate an equity-based perspective in decision-making, and to provide them with helpful EDI resources (e.g. from the Centre for Human Rights, Equity and Inclusion).

Appointing the Committee's EDI Champion

- EDI Champion shall hold their position on the committee for a one-year term.
- The Chair of the committee will solicit volunteers from committee members. Should more than one volunteer come forward, the EDI Champion will be selected by the voting members of the Committee.
- If recruitment of volunteers is required, Chairs should not specifically target the role towards members of equity-seeking groups as this can put an extra service burden on these individuals.
- The role should cycle through most members of all departments over time, ensuring that we build a strong culture of equity.

Reporting

EDI Champions will assist the Chairs of faculty committees in reporting their successes, challenges, actions and future action plans in the committee's annual report. These reports will be shared with Faculty Council's EDI Sub-Committee who will compile all the reports to create an annual faculty-wide equity report.