



Equity Committee

Terms of Reference (Approved by FA Executive December 2016)

Reference: Articles 10.5, 10.13 of the constitution

Role:

The Equity Committee is a standing committee that is responsible for exploring and advancing equity issues within the Association and the University. The Committee will strive to defend the rights of those who identify according to protected grounds in the Ontario and Canadian Human Rights Code(s), including age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status (including single status), gender identity, gender expression, receipt of public assistance (in housing only), record of offences (in employment only), sex (including pregnancy and breastfeeding) and sexual orientation;¹ it will also attempt to defend rights protected in the Canadian Charter of Rights and Freedoms.² It will seek to advance the rights of those who do not identify in accordance with Code-protected grounds, whether perceived or actual, temporary or permanent, including but not limited to political or religious affiliation, belief or practice, family relationship or responsibility, personal or social lifestyle or behaviour, clerical or lay status, language or place of residence, or by reason of association with any person who is a member of the foregoing designated groups. The Committee will also work to promote indigenous inclusivity³ and to prevent discrimination on the basis of salary, rank, appointment, promotion, tenure, permanency, reappointment, dismissal, sabbatical leave, and/or employee benefits.⁴

Responsibilities:

- Promote and support equity, non-discrimination and democracy within the Association and the broader University community such that every member of that community is treated with dignity and respect;
- Recommend equity initiatives to the Association Executive Committee;
- Advance equity at the University;
- Engage in education and mentoring on equity matters;

¹ This comes directly from the OHRC website: <http://www.ohrc.on.ca/en/ontario-human-rights-code>

² This was a requested addition at the meeting today.

³ Indigenous inclusivity was recommended as an addition at the meeting today.

⁴ This language comes from a bargaining proposal we tabled on no discrimination, which we based largely on CAUT model language.



- Review and consider CAUT and OCUFA policies, as well as other relevant sources, and recommend appropriate policies and practices for the Association with respect to equity and inclusivity.

Membership and Voting:

The committee shall be open to all Association members of equity-seeking groups, with normally no fewer than 2, or more than 6 members in addition to the committee (Co-)Chair. The Association President is an ex officio member. Committee members will be selected by the Executive, subject to ratification at the first, subsequent, General Meeting of the Association. Committee appointments shall normally be for two years and renewable for a second two-year term. The committee will strive to have representatives from a wide range of equity-seeking groups.

Chair:

The (Co-)Chair shall be elected from the committee membership, subject to Executive and membership ratification in accordance with the UOITFA Constitution. A (Co-)Chair shall be chosen from the membership of the Executive.

Frequency of Meetings and Manner of Call:

The committee shall meet at the call of its (Co-)Chair or at the call of any two of its members.

Quorum:

A majority of the serving members of the committee shall form a quorum.

Resources:

Generally, the Equity Committee will be adequately staffed and supported. The Executive Assistant will be responsible for booking meetings, minute-taking and other regular administrative duties; the Executive Director will normally attend meetings and provide support to the committee in accordance with the annual work plan or at the direction of the President and/or Executive Committee.

Reporting:

The (Co-)Chair, or designate, shall report to the general membership on activities of the committee at least once a year at an appropriate General Meeting, and as requested by the Executive Committee.

Date of Last Review: