

Proposed Composition of the Subcommittee on EDID

Context: This sub-committee reports to the E and P Committee.

Term: One year.

Role/Purpose: The general role of the EDID subcommittee will be to review the final report by the Working Group on Individual and Systemic Racism within the Faculty of Health and make implementation recommendations.

Some other outcomes for this subcommittee would be to:

- Review final report from the Working Group on Individual and Systemic Racism within the Faculty of Health recommendations.
- Review current EDID activities in each unit as well as other pan-university reports and synthesize any new information with the report recommendations.
- Prioritize recommendations into shorter term and longer-term deliverables, create actions, determine responsible parties.
- Identify needed resources as well as potential barriers for both short- and longer- term deliverables.
- Prepare any potential motions for E and P to present to Faculty Council if required to implement deliverables.
- Prepare reports or briefings on the work for use in communicating progress with the FoH Community.

These outcomes and other components of the terms of reference may be amended, varied, or modified in writing after consultation and agreement with the Executive and Planning Committee.

E and P committee members discussed what parameters would contribute to finding a balance between being inclusive, finding representation from groups whose voices often are not heard, finding people who have lived experience, expertise and knowledge to consider the recommendations thoughtfully, ensure that we are not overburdening equity deserving groups, ensure that not only Black and Indigenous people are doing equity work, ensure that the voices of Black and Indigenous groups are centered but as well encourage intersection with other equity deserving groups.

Proposed Composition

The Proposed composition of EDID subcommittee aims to be diverse and include membership from our five Schools/Departments and the Working Group on Individual and Systemic Racism. We are seeking to achieve >50% composition from diverse groups using the federally designated definition of diversity. We want to ensure that

the voices of Black and Indigenous groups are centered but as well encourage intersection with other equity deserving groups. As such, we are seeking to recruit Black, Indigenous, People of Colour, people with visible or invisible disability, and members of the 2SLGBT community.

Through a call out:

- 2 faculty members, not from the same dept or school.
- 2 students one graduate and undergraduate, not from the same dept or school
- 2 staff
- 1 member of Working Group on Individual and Systemic Racism within the Faculty of Health (one self-identify as Indigenous or Black).

Once the representation from the call out is confirmed, the E and P Committee will add:

- 2 faculty members from E and P (1 AD, 1 Chair of School/Dept)
- 1 Chair of council
- 1 secretary of council or designate (ex-officio)

Proposed process:

- Selection process for members must provide an opportunity for those who wish to sign up to say why they would be an asset to the subgroup.
- Frame the call out with the parameters we are working with, with the work the subgroup will need to do, and encourage people to apply. Remind Council members that if they don't have time to participate on the sub-committee there will be opportunities for consultation in the future.
- Send an email to all faculty members, student clubs/executives, staff asking for expressions of interest, ask which dept/school they are in.
- Given all the parameters to take into consideration and given this is a sub-committee of E and P, if there are more than one or two expressions of interest from students, staff, and multiple expressions from faculty members, the E and P Committee will review the expressions of interest and decide on membership of the committee.
- E and P would like to propose a Co-Chair model for this sub-committee which includes one Co-Chair elected from the committee membership and the other Co-Chair designated from the E and P members who sits on the subcommittee.