

Faculty of Health's Standing Committee on Decolonizing, Equity, Diversity and Inclusion (DEDI)

Goal:

To provide oversight on any activities (e.g. policies, procedures, practices, programs) under the purview of the Faculty of Health Council to identify any barriers to enabling full participation in aspects of campus life including research, teaching, learning, and working.

Mandate:

1.1 To conduct initially, and to maintain on a regular basis, an up-to-date inventory of current DEDI-related policies, plans and initiatives throughout the Faculty, including the Schools and Colleges within the Faculty and, to the extent practicable, across the institution. To undertake data collection and surveys to ensure the inventory is maintained.

1.2 To report regularly to Council on the committee's activities and to engage with the Associate Dean's Caucus on DEDI.

1.3. To work with other Council committees to review and make changes where necessary on aspects of their mandates that relate to equity.

1.4 To review, recommend and advise on DEDI-related policies, programs, operations, practices, procedures, events, and other interventions developed within Faculty of Health, its Council and its committees.

Composition:

In addition to the typical Faculty of Health standing committee membership (standing committee membership shall include, one member elected from each of the Faculty's schools/department, and two students. Terms of office shall normally be two years in duration. Members may be re-elected in subsequent years. Student members on standing committees may be appointed from among the student Council members. Students not serving on Council may also be appointed to standing committees based on expressions of interest. Student members on standing committees shall serve one year terms and may be re-elected or reappointed in subsequent years.) the following is noted:

-The Associate Dean, Faculty Affairs and Inclusiveness (ex officio) will be a member

-2 Staff members elected and/or appointed as members shall typically serve for two-years, renewable.

-In order to have committee continuity, the 2-year terms will be staggered so some of the schools will have initially one-year terms

Efforts will be made to encourage Schools/Departments to recruit members from historically un(der)represented groups. However, it is important to recognize that this is

not always possible, nor can the work of DEDI only fall on the shoulders of people for whom the committee advocates. Instead, it is our hope that people recruited are willing to advocate for all people experiencing inequities and that participants will be encouraged to participate in DEDI related training.