

LETTER OF UNDERSTANDING

EQUITY, DIVERSITY, AND INCLUSION (EDI) COMMITTEE

1. The Union and the Employer agree to maintain an EDI Committee, which will consist of three representatives of each party; an effort will be made by the parties to ensure diverse representation by members of equity seeking groups on the Committee. A representative of each party shall be designated as joint Co-Chairs. By mutual agreement of the parties, the Committee may invite additional participant(s) to attend a meeting in order to respond to questions or provide their expertise as it pertains to an agenda item. Each party may also designate up to one additional person on the committee whose role shall be to support that party's representatives on the Committee.
2. The Committee will meet quarterly on dates as mutually agreed to by the Co-Chairs.
3. The Committee's mandate will be to make recommendations to the Union and the Employer through the Labour Management Committee (LMC) with respect to:
 - a. The elimination of systemic barriers to equity group members, in order to allow for equitable opportunities for entry into and advancement within the bargaining unit, and for training opportunities.
 - b. The pursuit of equity group representation (as determined by Internal Self-identification representation data) in the bargaining unit that is consistent with External Availability Data.
4. Definitions
 - a. Internal Self-identification Representation Data: refers to the self-identification data collected via self-identification surveys of current employees conducted by the Employer.
 - b. External Availability Data: refers to the most recent Statistics Canada data for Federal Contractors Program Equity Groups applicable to occupations in the bargaining unit.
 - c. Federal Contractor Program (FCP) Equity Groups: refers to women, racialized groups (visible minorities), Indigenous peoples (Aboriginal peoples), and persons with disabilities; and
 - d. 2SLGBTQ+: The parties have defined 2SLGBTQ+ as an Equity Group in this LOU and wish to eliminate any systemic barriers to allow for equitable employment opportunities within the bargaining unit for this Equity Group. The inclusion of 2SLGBTQ+ as an Equity Group will not interfere with the Employer's Federal Contractor Program obligations.

2SLGBTQ+ encompasses individuals who self-identify based on sexual orientation, gender identity and/or gender expressions, including two-spirit, lesbian, gay, bisexual, transgender, trans, genderqueer, non-binary, questioning. This more detailed articulation is reflected in the University's self-identification survey as of November 24, 2021.
5. Data: The Employer, on an annual basis, will provide to the Committee, the equity data that it has available with respect to the bargaining unit, using the definitions set out above as a guide.
6. Reporting: The Committee will report on its activities to the Labour Management Committee, no less than once every year, and more frequently as mutually agreed to by the Co-Chairs.