

Terms of Reference DFA Equity Committee

As a union representing academic staff, the DFA is committed to equity, inclusion and social justice, both at Dalhousie and in society as a whole. Our vision of equity goes beyond the anti-discrimination provisions of university policies and human rights legislation; we recognize that discrimination and exclusion can be systemic as well as overt, and is not exclusive to gender, race, disability or sexual orientation.

With that in mind, the Dalhousie Faculty Association has created an Equity Committee as an ad-hoc committee of the DFA Executive Committee. Its purpose is to make recommendations to the DFA Executive Committee which will promote equity and inclusivity on behalf of and within the DFA.

Mandate and activities

The Committee will:

- Make recommendations and report to the Executive Committee concerning policies, guidelines, model clauses, best practices, actions and campaigns with regard to equity at Dalhousie and in post-secondary education in general.
- Make recommendations to the Executive Committee on policy matters relating to marginalized groups and issues of marginalization, including exclusion, discrimination harassment and accommodation.
- Alert the DFA Executive to issues of concern to marginalized groups and individuals within the DFA membership.
- Review policy documents and other material on equity and diversity issues produced by the Dalhousie administration, CAUT, other faculty associations, etc.
- Review provisions of the DFA collective agreement through an equity lens and make recommendations to the Executive Committee and/or Contract Review Committee on possible changes/additions.
- Gather information relevant to equity issues at Dalhousie.
- Suggest educational and communications activities related to equity.
- Coordinate with other equity-related groups within the University and the broader community.

Composition

While the mandate of the Equity Committee goes beyond the concerns of designated equity groups, the Committee will strive to ensure that groups which have been traditionally marginalized in society and at Dalhousie have a voice on the committee. With that in mind, it will seek representation from such groups within the DFA Bargaining Unit Membership as women academic staff, racialized academic staff, academic staff with disabilities and LGBTQ2SI* academic staff, as well as contract academic staff, who are marginalized on the basis of their employment status.

The Equity Committee will be chaired by a member of the DFA Executive Committee. The DFA Communications Officer will serve as a resource person and ex-officio member of the Committee.

Reporting

The Chair of the Equity Committee will report on its activities at meetings of the Executive Committee and report to the DFA membership at the Annual General Meeting, with a written report in the annual *DFA Dialogue*. The Chair will also serve as liaison between the Equity Committee and other committees

of the DFA, including the Communications Coordination Committee and the Contract Review Committee.

*Lesbian, Gay, Bisexual, Transgender, Queer, 2-Spirited, Intersex

Approved by the DFA Executive Committee – 09 February 2015