

**Committee Name**

Equity, Diversity and Inclusion (EDI) Committee

Type

The EDI Committee is a standing committee of the board.

Purpose

The purpose of EDI Committee is to address the diversity of the membership and staff of the organization, prioritize the voices of the members depicting equity, diversity and inclusion at the University of Regina and that the lived experience of folks discriminated and racialised on the basis of their background is always considered, recognized and acknowledged. This committee is to ensure that members of diverse groups have the ability to speak on issues that directly affect different communities at the University of Regina and their educational experience.

Many URSU members identify with a variety of equity-seeking groups including but not limited to race, sex, age, colour, physical disabilities, sexual orientation, culture, gender identity, neurodiversity, and socioeconomic status, and URSU believes that equity, diversity and inclusion is about creating a culture that embraces the uniqueness of individuals and is representative of the URSU membership and its diverse nature. To that end, the EDI Committee serves to help make both the University of Regina and URSU, a more inclusive and equitable place.

Scope

The EDI Committee will give suggestions and advice to the board and staff regarding methods of improving representation, understanding, and support of the organization's membership. Furthermore, it will potentially work with groups both on and off campus to promote diversity and education, and it will work with the Executive, Governance and Events Committees to plan or improve relevant policies and events, respectively. At the beginning of every semester, the EDI Committee will meet and make a plan detailing the work they



hope to do and the goals they hope to accomplish, both short and/or long term, and this plan will be shared with the board as a dedicated discussion item.

Authority

The EDI Committee has the authority to make recommendations and suggestions to the board and staff of the organization, and members may meet with other groups and organizations on behalf

of the board. Furthermore, the committee may request funding for one, some, or all of its members; the committee is encouraged to seek this funding for relevant training and consultation, however, the board will assign it at their own discretion.

Membership

The EDI Committee will comprise six (6) directors of the board preferably Equity & Campaigns Director, Indigenous Students' Director and/or Director of First Nations' University of Canada, Disability Director and LGBTQIA2S+ Director ; ideally, its composition will reflect the diversity of the board. Furthermore, upto six (6) members-at-large will be appointed as voting members of the committee, with their inclusion reflecting the diversity, lived experience, representation, expertise or skills of the membership. The chair and vice-chair will be elected from either directors or members-at-large by the committee at its first meeting.

Meeting arrangements

Meetings will be called by the chair through email at least three days in advance, and minutes will be taken and subsequently shared with the board. If the chair is unable to arrange a meeting, the vice-chair will fulfill this duty.

Reporting

After every meeting, the EDI Committee will report to the board with a copy of that meeting's minutes, along with any relevant recommendations, suggestions, and decisions made. Furthermore, the committee's designate, typically the chair, may communicate



Resources and budget

As previously mentioned under the "Authority" section, the board may grant the EDI Committee resources and funding for events, training, or conferences at its own discretion. Reasonable requests that can be sufficiently demonstrated to be beneficial for the committee or ideally the organization as a whole will not be denied.

Deliverables

The EDI Committee will provide the board and staff of the organization with advice and recommendations regarding diversity in the workplace and membership. The membership may also directly benefit from the service of the committee through collaborations with other groups. As a Board Committee, this committee is to provide the Board with formal recommendations and reports including but not limited to:

- organizing engagement initiatives and seeking results that equitably benefits students on campus
- highlighting and educating folks on issues that impact racialized students on campus
- supporting those who face barriers on campus due to systematic barriers
- supporting initiatives by diverse groups on campus, and ensuring those groups receive proper consideration and consultation
- guide URSU advocacy on behalf of students belonging to diverse backgrounds and to ensure accountability on the University's EDI efforts, reconciliation efforts, and that they are committed to action
- Addressing concerns and challenging institutional and overt racism at the University
- Building an anti-racist approach to training and development sessions, and cultural awareness training within the URSU and the University
- Fostering an anti-racist environment through community building events, cultural events, advocacy, and campaigns

