



**College of Agriculture and Bioresources Equity, Diversity and Inclusion Committee
Terms of Reference – finalized May 17, 2022**

Mission Statement:

To promote and advance a culture of equity, diversity and inclusion (EDI) within the College of Agriculture and Bioresources and to support all faculty, staff and students in understanding and living the principles of EDI.

Membership:

- Members will reflect the diversity within the College of Agriculture and Bioresources, with particular emphasis on those belonging to, or having experiences living with, underrepresented groups such as women, Indigenous Peoples, members of racialized minorities, people with disabilities, and 2SLGBTQ+ persons.
- Membership will include at least one (1) member from each of the following groups: undergraduate student, graduate student, faculty member and staff member.
- The Committee will be chaired by a faculty or staff member. The chair will be appointed by the Committee at the first meeting.
- The duration of each Committee member's appointment will be established by the Nominations Committee and will range from one (1) to three (3) years in an effort to maintain continuity, while allowing for shorter terms when necessary. The appointment of each committee member may be renewed without limit.
- The Committee will be comprised of a minimum of five (5) individuals and a maximum of twelve (12).

Accountability:

The Committee, or representatives thereof, shall meet with the College Executive Committee at least twice per academic year (e.g., September and May) to discuss priorities and provide updates on activities.

Mandate:

- The primary goal of the EDI Committee is to increase awareness of issues that may impede EDI within the full scope of the College of Agriculture and Bioresources' mission and the personnel who contribute to those goals. This can include but is not limited to activities within research, teaching, learning, extension and administration.
- The Committee will identify and prioritize initiatives, then develop and execute strategies to promote and advance EDI in the College in line with the University of Saskatchewan EDI Strategy and Action Plan.

- The Committee may consult and/or work with other individuals or groups within the College or on campus as necessary to remove or reduce the challenges associated with systemic barriers that individuals or groups face within the College.
- The Committee will, at its discretion, invite other individuals or committees to participate in discussions and work of interest to the Committee.
- The Committee will address matters related to EDI identified and brought forward by College Faculty Council.
- From time to time and as necessary, the Committee may review its Committee membership and Terms of Reference and may recommend change(s) as required.