

## ***Equity, Diversity, Indigenization, Inclusion & Belonging Task Force***

### **Terms of Reference**

#### **PURPOSE**

At College of the Rockies, we are dedicated to cultivating a culture of inclusion, in which all students and employees feel safe and respected for who they are. A place where people feel part of the College community and can be their authentic selves. The Equity, Diversity, Indigenization, Inclusion, & Belonging (EDIIB) Task Force is charged by the College President to embark on a three-year charge to work on institutional change so that “Small College Proud” includes pride in our ability to “transform and enrich communities through the power of education” regardless of race, ethnicity, socio-economic status, gender and gender identity, sexuality, age, physical ability, neurodiversity, religion, immigration status or national origin, or any other protected characteristic as per the BC Human Rights Code.

#### **SCOPE**

The scope of the EDIIB Task Force focuses on outlining and benchmarking institutional efforts on equity, diversity, Indigenization, and belonging. The taskforce is charged with identifying the College’s EDIIB assets and gaps, foster EDIIB resource development, and coordinate with various stakeholders on an ongoing EDIIB strategic plan. It is not within the Task Force scope to develop or manage EDIIB events; nor is it within the scope of the Task Force to act as an ad hoc advisory group on day-to-day operations.

#### **GUIDELINES**

##### **A. General Guidelines**

- The committee will provide timely responses to the President, with monthly updates.
- As charged by the President, the committee will develop and implement an annual workplan.
- At the end of the three years, the Task Force will submit recommendations for future actions.
- The Task Force will work in conjunction with other stakeholders as directed by the President.

##### **B. Co-Chairs**

The Task Force has 2 appointed Co-Chairs; The Executive Director Indigenous Strategy and Reconciliation and Dean of Innovation, Teaching and Learning. The presence of a Co-Chair is necessary for meeting quorum.

**C. Membership**

Members are appointed by the College President:

<i>No.</i>	<i>Members</i>	<i>Appointed/Elected by</i>
1	Co-Chair, Executive Director of Indigenous Initiatives and Reconciliation	College President
1	Co-Chair, Dean of Innovation, Teaching and Learning	College President
1	Representative from Human Resources	College President
1	CUPE Member	Nomination
1	CORFA Member	Nomination
1	Member at Large	College President

**D. Length of Term**

Co-Chairs are appointed for the 3-years of the EDIIB Task Force. Those members appointed by Office will serve on the committee on an ongoing basis. CUPE Members and CORFA Members may serve 2 or 3-year terms.

**E. Absenteeism**

Members are expected to attend all regular meetings in person or digitally. The seat of any member who fails to attend three (3) regular meetings per appointment year will be reviewed for possible replacement.

**F. Meeting & Minutes**

E.1 Schedule

Meetings will be scheduled by the Co-Chairs, with a minimum of 4 times per year.

E.2 Minutes

The committee will store minutes on the EDIIB SharePoint site.