

Joint Labour-Management Employment Justice, Equity, Diversity, Inclusion (JEDI) Committee Terms of Reference

Purpose

The “Justice, Employment Equity, Diversity and inclusion Committee” (JEDI) was developed through a joint initiative of the College’s labour-management committees.

College of the Rockies, CORFA, and CUPE are jointly committed to Employment justice, equity, diversity, and inclusion practices and are dedicated to providing a barrier -free environment and inclusive culture for all employees.

We celebrate and welcome the diversity of all employees and actively develop and promote an anti-discriminatory and decolonized workplace. We will foster an environment that respects Peoples’ dignity, ideas and beliefs thereby ensuring justice, equity, diversity, and inclusion in employment.

College of the Rockies, CORFA and CUPE will demonstrate their joint commitment to this by providing a supportive work environment and empower an inclusive organizational culture through active training that welcomes and encourages equal opportunities and a safe space for all employees.

The JEDI Committee is committed to advancing the priorities within the mandate [letter](#) to the College of the Rockies provided by the Provincial Government. The Committee is also committed to advancing any JEDI-specific mandates provided by the Ktunaxa Nation Council.

Definitions

Justice: Dismantling systems and structures that create inequality, replacing them with systems that promote fairness, and creating opportunities for diverse groups of people to thrive together.

Employment Equity: To achieve equality in the workplace so no person shall be denied employment opportunities or benefits for the reasons unrelated to ability and, in the fulfilment of that goal to correct the conditions of disadvantage in employment experienced by women, Indigenous Peoples, Persons with disabilities and members of visible minorities by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences .

Employment Diversity: Diversity describes the presence of difference within any collection of people. Diversity addresses difference in social group membership related, for example, to race, indigenous identity, class, gender identity or expression, sexuality, disability, ethnicity, and religion. Discussions about diversity linked to access and equity require knowledge and understanding of historical and contemporary experiences of oppression and exclusion.

Employment Inclusion: Inclusion refers to the notion of belonging, feeling welcome and valued, having a sense of citizenship. It also speaks to a capacity to engage and succeed in each institution, program, or setting. Inclusion calls for recognizing, reducing, and removing barriers to participation created by social disadvantage or oppression, and can result in the reimagination of an institution, program, or setting.

Objectives

The JEDI Committee will develop an internal set of goals and objectives annually, that work towards the following outcomes:

1. Provide the leadership to develop and make recommendations for the monitoring of a College-wide Justice, Employment Equity, Diversity, and Inclusion Framework (“JEDI Framework”).
2. Within the College-wide JEDI Framework, monitor and further the objectives for an Employment JEDI Framework. For the College’s HR practices.
3. Liaise and collaborate with other committees that share elements of our purpose. Advocate for, collaborate, and promote awareness of anti-racism, anti-discrimination, and JEDI initiatives and training opportunities relevant to our purpose.
4. Engage in ongoing learning and capacity-building within the committee.

Accountability & Reporting

This Committee is accountable to the Executive Director Human Resources & Payroll.

This Committee will provide reports after each meeting to the, Executive Director of Human Resources and Payroll for distribution to President’s Council meetings and both the CUPE and CORFA Labour Management meetings.

An Annual Report will also be developed to be provided in February of each calendar year.

These reports may also be made available to other College committees for purposes of information sharing and collaboration, where appropriate.

Committee Membership

The Committee was established under the guidance of Executive Director of HR & Payroll, CUPE President and CORFA President. The Committee consists of:

- 2 Human Resource members
- 2 CORFA members
- 2 CUPE members
- 1 member of the Indigenous team
- 1 member specifically from a regional campus (to support communications with regional campuses)

At various times the Executive Director of HR & Payroll, CUPE president, CORFA president will attend, and/or any other requested College employee or consultant to provide guidance and support.

Membership should include “diverse viewpoints” as much as possible while also being mindful of not engaging in tokenism. In order to address this in situations where required, the committee will be provided resources to engage appropriate stakeholders when necessary.

Meeting Frequency & Function

The committee will aim to meet at least 8 times annually. A meeting agenda and chairperson will be established at the onset of each meeting and must be approved by way of consensus. Meeting notes will be taken at each meeting which will also serve as the report as noted above.