![Ontario Tech University]

ACADEMIC COUNCIL REPORT

SESSION:		ACTION REQUESTED:	
Public	☒	**Decision**	☒
Non-Public	☐	**Discussion/Direction**	☐
		Information	☐

TO: Academic Council

DATE: January 26, 2021

FROM: Governance & Nominations Committee

SUBJECT: Draft Terms of Reference for Academic Council EDI Working Group

COMMITTEE MANDATE:
- Section 1(a) of the GNC Terms of Reference lists one of the responsibilities of the committee as advising Academic Council on the establishment, terms of reference, composition, membership and retirement of its committees.
- Further to the motion approved by Academic Council on June 23, 2020 to develop Terms of Reference for a working group to examine and make recommendations regarding:
  - how Academic Council can engage with the community to better support and remove barriers for our marginalized students;
  - how Academic Council, as a governance body, can further demonstrate a commitment to equity, diversity and inclusivity; and
  - specific actions to be incorporated into Academic Council's 2020-2021 work plan

  we are presenting a draft Terms of Reference for Academic Council's Anti-Racism and Inclusion Working Group for approval by Academic Council.

BACKGROUND/CONTEXT:
- Following a discussion of the Steering Committee, a proposal was presented to Academic Council to establish an EDI working group as a demonstration of Academic Council's commitment to combatting racism and to support ongoing efforts to achieve systemic change to systems that continue to marginalize communities.
- Academic Council supported the proposal and passed the following motion:

  Upon a motion duly made by A. Mostaghim and seconded by L. Jacobs, as a demonstration of Academic Council's commitment to combatting racism and to

support ongoing efforts to achieve systemic change to systems that continue to marginalize communities, Academic Council unanimously directed the Governance and Nominations Committee to:

- *develop Terms of Reference for a working group to examine and make recommendations regarding:*
  - *how Academic Council can engage with the community to better support and remove barriers for our marginalized students;*
  - *how Academic Council, as a governance body, can further demonstrate a commitment to equity, diversity and inclusivity;*
  - *specific actions to be incorporated into Academic Council's 2020-2021 work plan;*
- *present draft Terms of Reference for the working group to Academic Council for approval by November 2020; and*
- *ensure the working group has a diverse membership, including members of Academic Council, students, members of the broader university and Durham Region communities.*

- The proposed Terms of Reference were developed in consultation with Amir Mostaghim and incorporate the priorities set out in Academic Council's motion.

Considerations of GNC:
- When reviewing the draft Terms of Reference, GNC considered the following:
  - name of the Working Group to ensure it reflects the group's mandate;
  - allowing for several external community members to serve as members of the group to ensure diverse perspectives are included;
  - providing the group with the flexibility to consult with additional external community members, as needed; and
  - outlining the process of selecting external community members.

NEXT STEPS:
1. Upon approval of the Working Group's Terms of Reference, the Office of the University Secretary and General Counsel will issue a call for expressions of interest for the role of Chair and members of the Working Group.

SUPPORTING REFERENCE MATERIALS:
- draft Terms of Reference for Academic Council's EDI Working Group

ACADEMIC COUNCIL
Anti-Racism and Inclusion Working Group

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1. TERMS OF REFERENCE

The Anti-Racism and Inclusion Working Group ("Working Group") has been established by Academic Council (AC) as a demonstration of AC's commitment to combatting systemic racism and to supporting ongoing efforts to achieve change to systems that continue to marginalize communities. The Working Group will examine and make recommendations to AC regarding the following three priorities:

- how AC can engage with the community to better support and remove barriers for marginalized students;
- how AC, as a governance body, can further demonstrate a commitment to equity, diversity and inclusivity; and
- specific actions to be incorporated into Academic Council's 2020-2021 and 2021-2022 work plans.

2. MEETINGS

The Working Group will meet approximately once a month, or otherwise at the Working Group's discretion, until the recommendations are developed and presented to AC for consideration and approval.

3. MEMBERSHIP

The Committee will be composed of:

- Chair – Member of Academic Council
- one (1) faculty member representative from each Faculty
- two (2) student representatives – one (1) graduate and one (1) undergraduate
- two (2) administrative staff members
- between one (1) and three (3) members of the external university community

The Working Group may consult with additional members of the external university community, as needed, to gain greater insight into the experience of marginalized individuals and groups in the broader community.

4. NOMINATION

Academic Council's Governance and Nominations Committee (GNC) will nominate members to the Working Group through expressions of interest from the relevant internal constituencies for approval by AC. The external university community

member(s) will be selected by the Working Group and invited to join the Working Group by the Working Group Chair. Upon the external community member's acceptance, the member's appointment will be ratified by Academic Council.

When nominating candidates, the GNC should ensure the Working Group benefits from a balance of skills, expertise, and knowledge among its membership, while reflecting the racial diversity of the communities served by the university. When considering the nomination for Chair, preference will be given to an individual from an equity seeking group who has demonstrated an ongoing commitment to promoting equity, diversity and inclusion.

5. QUORUM

Quorum requires that a majority of the Working Group members be present.