

MRU - FACULTY OF ARTS

EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

CHARTER

Name of Committee: Arts Equity, Diversity, and Inclusion Committee

Name of Committee Sponsor: Faculty of Arts

Date: Ratified 2023-2024

Mission:

In 2009 the Faculty of Arts Diversity committee was created to promote an equal voice for all. The mission of the Faculty of Arts Equity, Diversity, and Inclusion committee is to encourage a culture of respect, equity, and inclusion within the Faculty of Arts at Mount Royal University.

Our goal is to support and empower all members of our community, including faculty, staff, students, and stakeholders, by creating an environment that embraces diversity and recognizes the unique experiences and perspectives that each individual brings. We aim to provide educational opportunities, resources, and programming that promote understanding and awareness of issues related to equity, diversity, and inclusion, and to work collaboratively to eliminate discrimination and bias in all aspects of our academic and social endeavors.

The members of the Faculty of Arts Equity, Diversity, and Inclusion Committee will act as representatives for their departments, and a resource network to facilitate, communicate, and help present matters relating to equity, diversity, and inclusion. As a diverse faculty, we believe that embracing the uniqueness of all individuals, and striving for the development of equity empowers and broadens understanding, and creates tangible change by illustrating, discussing, and striving for the removal of limitations based on race, gender, sexual identity, status, background, physical ability, mental disability, religious beliefs, or language.

Aspirations:

The ambitions of the Faculty of Arts Equity, Diversity, and Inclusion committee include:

1. Develop and implement initiatives and practices that promote and advance equity, diversity, and inclusion within the Faculty of Arts.
2. Promote an environment in which each member of the Faculty of Arts community, regardless of their background, feels valued, supported, and respected.
3. Support a safe and inclusive environment that welcomes and celebrates diversity in all its forms.
4. Provide educational opportunities, resources, and programming that raise awareness of issues related to equity, diversity, and inclusion, and promote intercultural competence and understanding.
5. Collaborate with other committees, organizations, and stakeholders within Mount Royal University and beyond to support and promote initiatives that advance equity, diversity, and inclusion.
6. Facilitate, connect, and distribute communication relating to equity, diversity, and inclusion with the goal of bringing people together.
7. Regularly assess and evaluate our progress in achieving our goals and objectives, and make necessary adjustments to our strategies and approaches as needed.

By fulfilling these objectives, the Faculty of Arts Equity, Diversity, and Inclusion committee will help to build a more inclusive, equitable, and just community within the Faculty of Arts, and contribute to a more diverse and tolerant society at large.

Authority:

The committee is advisory to the Dean's Advisory Group and Arts Faculty Council. The committee will report monthly to provide an update on activities and any upcoming events or activities. The committee will submit an annual plan outlining the activities and priorities in which they will engage, and complete an annual report at the end of the academic year.

Meetings:

The Committee will meet at least monthly, at the call of the Chair. To facilitate organization of Committee meetings, members are expected to maintain up-to-date Google calendars. The Chair will be responsible for creating meeting agendas and meeting minutes.

Membership:

- The Faculty of Arts Diversity Committee shall consist of one faculty member from each department (elected by their departments) and one student representative (elected by the Arts student representatives).
- Faculty members shall be elected for a two-year term and the student shall be elected for a one-year term. Faculty members may serve multiple terms.
- The Dean or Dean's designate shall serve ex-officio.
- A Chair shall be appointed by election. Chairs will serve one year terms, and may serve multiple terms.
- The Chair will be elected at the end of the academic year in the winter semester, to assume Chair responsibilities at the beginning of the following fall semester.

Expected Activities:

The committee may engage and facilitate a broad range of activities as they relate to the promotion and understanding of issues relating to equity, diversity, and inclusion within the department of Arts. These may include, but are not limited to:

- Engaging with the broader EDI community, Office of EDI, and/or within the broader Mount Royal University to discuss EDI practices and implementation.
- Develop and maintain an Arts EDI webpage.
- Host an EDI event each semester, such as a panel or table talk, guest speaker, featured faculty, staff, or student to discuss their work or understanding of EDI.
- Discuss EDI initiatives or events from all departments and act as a hub to disseminate this information.
- Promote and encourage participation of members of the Faculty in University EDI initiatives and events.