

 DALHOUSIE UNIVERSITY FACULTY OF HEALTH Inclusion & Equity Committee Terms of Reference	<i>Policy Sponsor:</i> Faculty Council	<i>Approval Date:</i> April 10, 2010
	<i>Responsible Unit:</i> Inclusion & Equity Committee	<i>Amendments:</i> FC – May 24, 2012; May 23, 2013; May 21, 2014; Oct 27, 2016 Formatting, March 2018; January 27, 2022

Purpose

The FH Inclusion & Equity committee provides leadership to the Faculty of Health and its Schools/College to develop, implement, promote, and evaluate institutional policies and practices, in order to remedy inequities faced by students, faculty, and staff from historically underrepresented groups and other equity seeking groups.

Preamble

The FH Inclusion and Equity committee has been a longstanding committee in the Faculty of Health.

“Equity-seeking groups are communities that face significant collective challenges in participating in society. This marginalization could be created by attitudinal, historic, social and environmental barriers based on age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation and transgender status, etc. Equity-seeking groups are those that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation.” (Canada Council for the Arts - <https://canadacouncil.ca/glossary/equity-seeking-groups>).

Throughout these Terms of Reference, we include all those from historically underrepresented groups to mean Indigenous Peoples, African Nova Scotians and the Acadian community. Other equity seeking groups comprise those identifying, for example, people of African descent, racially visible, women, dis(Abled), the SOGI community, and others. These Terms will use equity groups to describe all those included here.

Reporting and Accountability

The FH Inclusion & Equity Committee is a standing committee of Faculty Council, and reports to Faculty Council. One designated member of the Inclusion and Equity Committee will play a dual role in representing both their School/College and the Committee at Faculty Council. That member will be responsible for provide a report to Faculty Council on Committee initiatives, as well as bringing back to the Committee relevant issues from Faculty Council.

An annual report is provided for the Full Faculty meeting (Fall), monthly reports are normally provided for Faculty Council meetings.

The Assistant Dean (Equity & Inclusion) includes committee updates when reporting on equity and inclusion to Deans Executive.

Core Membership:

- Two members of the committee serve as co-chairs for a 2-year term; normally with staggered terms of office as selected by the committee membership
- One representative and one alternate (either a faculty, staff or Director member) from each of the nine Schools/College in the Faculty
- A minimum of 2 Faculty of Health student members, with a maximum of 5 voting student members that represent multiple equity groups.
- FH Interprofessional Coordinator
- Executive Director, Strategy and Planning (*ex officio*)
- FH Assistant Dean, Inclusion and Equity
- AVP Inclusion and Equity (*ex officio*)
- One or more of the Program Managers of the Indigenous Health in Medicine, Promoting Leadership in Health from African Nova Scotians, and the Francophone Health Program, (offered through the Global Health Office).
- TBD – Registrars Office representative.

Functions

In collaboration with Faculty of Health Faculty Council, Dean's Executive and Units, plus Human Rights and Equity Services and others at the University level, the Committee functions to strengthen the quality of the educational and work experience of equity groups by:

- 1) Facilitating the development and success of students, faculty and staff by sharing information and receiving direction and feedback on unit level priorities, action items and future directions
- 2) Providing recommendations that align with the FH Strategic Plan to develop, implement, and evaluate policies, guidelines, and practices to attract and support students, faculty, and staff
- 3) Advising on the implications and effects of belonging for students, faculty, and staff
- 4) Gathering first-person advice from equity groups to guide decisions, programming, and priorities
- 5) Identifying, and providing recommendations to address discriminatory policies and practices affecting students, faculty and staff from historically underrepresented groups (e.g., SRIs and T&P processes)
- 6) Promoting curriculum development that includes, for example, requirements regarding cultural safety, anti-colonialism, anti-racism, social justice matters, and inclusive design for learning in program-specific and IPE learning.
- 7) Monitoring current institutional, local, provincial, national, and international situations to adapt priorities, action items and future directions to respond appropriately.
- 8) Developing strong community connections with historically underrepresented communities in Nova Scotia that enhances representation, engagement and success of students, faculty, and staff from these communities.

Meetings

The committee meets regularly (normally once per month), with additional working-group meetings and use of on-line platforms/resources (Brightspace/SharePoint/TEAMS) for synchronous and asynchronous collaboration.

Process

The committee operates on a consensus model. The committee will strive towards using principles of universal design for learning, combined with principles of effective interprofessional collaboration.

Review and Revision

Terms of Reference for the FH Inclusion and Equity Committee will be reviewed every 2 years.