

**WOMEN IN RESEARCH CAUCUS**  
**Dalhousie University**

**TERMS OF REFERENCE**

The vision of the Women in Research Caucus (WiRC) is to build a Dalhousie University research community that listens to, fosters, and promotes all research faculty and trainee members equally.

Women in research (both faculty and trainees) often face research environments that place different expectations, impositions, and discrimination upon them compared to their male peers. WiRC seeks, advocates for, and supports moving towards a research environment where these conscious and unconscious constraints no longer exist.

WiRC refers to women faculty and trainees in research at Dalhousie University. It was formed in 2018 to promote equity, diversity and inclusion for women faculty and trainees in research at Dalhousie. WiRC seeks to increase awareness and action on the issues faced by women faculty and trainees, provide resources to facilitate this awareness and action, and provide networking opportunities.

**Terms of Reference:**

- We create a forum to discuss and address women's equity, diversity and inclusion in research issues at Dalhousie University;
- We provide a forum for women faculty and trainees in research to identify opportunities that will improve the quality of research at Dalhousie University;
- We listen to the needs of women faculty and trainees in research and advocate for change at Dalhousie University;
- We promote collaborative opportunities among women faculty and trainees in research to foster interdisciplinary and transdisciplinary activities;
- We promote and strengthen intersectionality between women faculty and trainees in research and the Dalhousie University community. We interact and collaborate with other caucuses based at Dalhousie University (e.g., Black Faculty & Staff Caucus, Queer Faculty & Staff Caucus);
- We support Dalhousie University's commitment to diversity and its efforts to achieve a truly inclusive workplace (e.g., Strategic Priority 5.2 – Foster a collegial culture grounded in diversity and inclusiveness);
- We support Dalhousie University's policy of employment equity in advocating for a welcoming and diverse academic working environment.

**Membership and Operations:**

- Membership in WiRC is open to women in research at Dalhousie, who either self-identify/express interest or are recommended to the Chairs.
- WiRC is co-chaired by the Vice-President Research and Innovation and one other faculty member drawn from the WiRC membership.
- WiRC meetings will be held up to four times per year.