

Faculty of Arts, Humanities and Social Sciences

Equity, Diversity, Inclusivity, and Decolonization¹ Committee (EDID)

Terms of Reference

Membership²:

- 2 or more FAHSS Undergraduate students
- 2 or more FAHSS Graduate students
- 1-2 staff or faculty members from each AAU in FAHSS
- Dean of FAHSS (Ex-officio)
- Additional Members from the University of Windsor can be asked to join the EDID Committee (including guests), at the discretion of the committee.

General Objective: To facilitate an accountable, respectful, productive, welcoming, and educational environment for all students, staff and faculty in the Faculty of Arts, Humanities, and Social Sciences, through practices designed to eliminate discriminatory barriers and provide/foster opportunities to all regardless of gender, sexuality, age, ethnicity, race, spirituality/religion, socio-economic class, status (Indigenous, marital, immigration) and physical/mental abilities.

Committee Objectives:

¹ “Decolonization is an on-going, and an unending process; it is a collective journey and one that has not yet arrived (see also Benita, 1995; Ashcroft, Griffiths, and Tiffin, 1989; Loomba, 1998). Maori scholar Linda Smith (2012) argues “decolonization is a process which engages with imperialism and colonialism at multiple levels” (p. 21). In this way it is a process that proceeds in stops and new starts as different levels of colonialism and imperialism need to be approached and a path for the next phase of decolonization cleared. Decolonization requires an “epistemic community” to develop and nurture hope, dreams, and aspirations and to transmit the energy for this work. Decolonizing goes against the norm and is work that is opposed in practice, in theory, in the material, and not least in the (un)conscious. If decolonization efforts end up being normalized or domesticated then it is hardly subverting the status quo. Decolonizing work must refuse the seduction of incorporation and inclusion that will disable it.” (Dei 2016: 37).

² Membership is welcoming, collaborative, and flexible in that the EDID committee welcomes attendance when committee members can attend and welcomes participation from all members of FAHSS who would like to participate in this important work.

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1. To create and promote/foster supportive opportunities for equity, and to identify inequities based on gender, sexuality, age, ethnicity, race, spirituality/religion, socio-economic class, status (Indigenous, marital, immigration) and physical/mental abilities within the Faculty and provide recommendations to the Dean of FAHSS for eliminating those inequities in order to ensure a space to flourish and thrive.
2. To provide an accessible nonjudgmental space through which concerns can be expressed to a small council by students, faculty, and staff who may identify equity issues and barriers based on but not limited to: gender, sexuality, age, ethnicity, race, spirituality/religion, socio-economic class, status (Indigenous, marital, immigration) and physical/mental abilities within the Faculty. Concerns and recommendations that relate to systemic issues may be directed from the council to the EDID committee for consideration and resolution and may be forwarded to other appropriate offices on campus.
3. To inform and educate students, faculty and staff on equity, diversity, inclusivity and decolonization including matters related to gender, sexuality, age, ethnicity, race, spirituality/religion, socio-economic class, status (Indigenous, marital, immigration) and physical/mental abilities within the Faculty, the University, and community through workshops, resource materials, course recommendations, and social media platforms. The EDID Committee and the Anti-Racism Sub-Committee will provide a standing report at Faculty Council on an annual basis. As well, relevant information, resources, initiatives, and policies will be communicated at in-person and online FAHSS Council, at FAHSS department meetings, and to other organizations/groups/centres at the university level.
4. (a) To support transparency and accountability in regard to FAHSS's EDID policy (see forthcoming policy), decision-making, and hiring practices within the Faculty to facilitate an informed perspective of all members (for example, by ensuring we communicate best practices, supports available on EDID, etc.).

(b) And to support accountability for implementation and completion of the DEAP Tool at the departmental level on an annual basis.

Length of Term:

- i) A staggered 2-year term will apply for faculty and staff committee members, with an option to renew for a maximum of 2 consecutive academic years.
- ii) The undergraduate and graduate FAHSS student representatives will have a renewable one-year term and may self-nominate or be nominated by their peers.
- iii) The dean is a standing ex-officio member on the committee.

Member Duties:

- i) Three FAHSS committee members, consisting of one student, one staff and one faculty will be eligible to serve as Co-chairs, normally after having served at least one year on the committee. Co-chairs may serve in these capacities for no more than three consecutive years (assuming their renewal of a second two-year term on the committee). Co-chairs can self-nominate, and the determination of the co-chairs will be established at the last meeting of the previous academic year (or as needed) and, where necessary, will be determined by a majority vote of the membership. Co-chairs are responsible for calling and chairing meetings, serving as committee spokespeople, leading the completion of the DEAP tool, and liaising with related organizations both on- and off-campus.
- ii) A minimum of two (and a maximum of three) EDID committee members (distributed among students, staff, and faculty) will serve as Ex-officio liaisons to the Anti-Racism Sub-Committee. These members will be responsible for attending all meetings of the Anti-Racism Sub-Committee and providing regular updates on its activities. Other subcommittees or working groups may be established as required.
- iii) All new student, faculty and staff EDID committee members will undertake a comprehensive review of the Terms of Reference for the committee during the Fall semester and propose any updates or changes for discussion and approval by the committee.

Committee/Sub-Committee Reporting:

- i) The EDID committee Co-Chairs will provide a standing report at Faculty Council on an annual basis. As well, relevant information, initiatives and policies will be communicated by the Co-Chairs at FAHSS Council meetings and/or the ex-officio liaison.

Communication Mechanisms:

- i) Committee agendas, minutes, and DEAP Tool plans will be maintained on the FAHSS EDID shared drive. Past and current files will be accessible to current EDID committee members only.
- ii) Confidential concerns can be emailed to the EDID committee through fahssededid@uwindsor.ca. The Co-chairs of the committee and the Dean's office administrative assistant will have access to this email. The Co-chairs will inform the EDID committee about reported concerns or queries.
- iii) Offices such as the VP EDI, OHREA, Chair Anti Racism Pedagogy, Student Accessibility Services, Pride Centre, Leddy Library, Office of Sexual Violence Prevention, Turtle Island Aboriginal Educational Centre, and BIDE Institute will have updated campus and community EDID resources and information. The FAHSS EDID committee will ensure that these resources are

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disseminated to department heads and representatives on an ongoing basis.

The terms of reference of the committee will be reviewed on an annual basis.