



EECC Inclusion and Retention Committee

Terms of Reference

Purpose

The Inclusion and Retention Committee is a sub-committee of the Employment Equity Coordinating Committee (EECC). The purpose of the committee is to enhance the University's inclusion and retention within the area of employment equity.

Authority

The role of the committee is to advise and provide recommendations to the EECC on equity-related matters pertaining to the inclusion and retention of faculty/librarians and staff.

Specific Areas of Responsibility

The committee will:

- Review employment practices that may impact retention of staff and faculty/librarians
- Explore possibilities for increasing inclusion and retention of specific equity groups
- Increase awareness of collective agreements, benefits, pension, etc. that may impact inclusion and retention of staff and faculty/librarians
- Provide recommendations for the EECC

Composition and Term

The committee membership should include student representation, attention to diversity, and will consist of:

- The Manager, Employment Equity & Human Rights
- Up to 4 members of the EECC
- Up to 4 members from the University community

Committee members will be invited to serve for two (2) years, with the possibility to renew for a second term. The term for student representatives is for one (1) year, renewable up to four (4) years.

Meetings

The committee shall meet a minimum of three (3) times per year, each meeting to be held at least two (2) weeks in advance of the EECC meeting.

Chair

The committee will be chaired by a member of the EECC committee
The vice-chair will be the Manager, Employment Equity & Human Rights

Reporting

The Committee will report to the EECC through the Chair. The Chair will provide a verbal update of the Committee's work at each EECC meeting and provide written reports on an as-needed basis.

Quorum

A quorum consists of fifty percent (50%) of the membership.

Minutes

The Office of Human Rights, Equity and Accessibility shall be responsible for ensuring a Secretary is present at each meeting to take minutes if necessary.

Agenda

Except in unusual circumstances, agenda items and supporting documentation should be forwarded to the Manager, Employment Equity and Human Rights. The Manager, working with the chair, has the responsibility for preparing the agenda and circulating it with all supporting documentation no later than seven (7) calendar days prior to the meetings.

Decision Making of the Committee

Decisions and recommendations will be based on the consensus of the Committee. Meetings will be conducted in accordance with Robert's Rules of Order.

Changes to the Membership and Terms of Reference

Changes to the membership must be approved by the EECC.

Changes to the mandate must be approved by the President's Committee on Diversity and Inclusion (PCDI).

Approval/Review Date

The Terms of Reference approved February 7, 2019 and will be reviewed on an annual basis.



Employment Equity Coordinating Committee Reporting Structure

