



## **Overview**

This year saw the Academic Advisory Committee on Equity and Diversity continue its work on equity, diversity and inclusion concerns for the campus. The group met six times over 2018/19 and regularly engaged in a vibrant and significant manner with a range of topics, guests and work.

## **Membership**

As in the previous year, this year began with a renewed outreach to chairs and directors of all academic departments on campus with an invitation to review and renew to expand membership on the Committee across all the departments on campus. This outreach resulted in some change-over of members as well as the addition of new people. Membership for the year comprised

- 37 representatives from 29 academic departments, units, faculties, divisions and programs
- Two representatives from academic caucuses or advocacy groups whose work intersects with equity
- Five administrative leaders with academic equity, diversity and related responsibilities

## **Topics addressed**

This year, as they finalized their own terms of reference, the Committee focused bulk of their time on the major project of drafting terms of reference for departmental equity committees. The Committee gathered existing terms of reference to identify common elements as well as the full range of work and approaches undertaken by existing committees. Through discussion they were able to clarify elements that seem most linked with success, as well as define the parameters of the type of work for equity committees. These guidelines will provide both a common resource for existing equity committees as they review and update their terms of reference, and a guide for new equity committees as they determine how best to frame their work.

The Committee had a number of guests throughout the year who shared updates on various projects and sought input from the membership. These included:

- Kyle Pang-McNeil, Policy Officer, on the ongoing consultation for the review of the policy on preferential and limited hiring
- Moussa Magassa, Human Rights Educator, on two new projects on anti-racism and conflict resolution education

In addition, the committee heard updates and provided ideas on a number of other initiatives:

- National Day of Remembrance and Action for Violence Against Women
- Inclusive Washrooms consultation and work on campus
- UVic's report to the BC Human Rights Tribunal
- Sexualized Violence Prevention and Response Policy—Implementation Audit
- Provost's Advocacy & Activism Awards
- Canada Research Chairs Equity, Diversity and Inclusion Action Plan



Finally, the meetings continued to provide an important point of connection for faculty who support equity, diversity and inclusion work on campus. In this forum, the members could meet, share ideas and initiatives and experience the supportive presence of a group who are also working towards similar goals for the institution. These connections continued to be a highlight of the work and were acknowledged in a final celebratory event where members had a chance to meet in a social atmosphere and continue their informal connections.

