Overview

This year was the first year of work for the Academic Advisory Committee on Equity and Diversity, a new formulation of the previous Provost’s Advisory Committee on Equity and Diversity. The group met four times over 2017/18 and engaged in robust and vigorous dialogue across widely ranging topics.

Membership

The year began with an 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. As a result we were able to confirm membership and add members from previously underrepresented departments. 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

Work for the year started with a review and updating of the terms of reference for the committee to refocus its mandate and consider its new relationship with campus equity work. After this discussion, the committee moved on to review and provide feedback on a number of topics throughout the year, including:

- Review of a draft document “Access and Diversity for Committees: Principles of Inclusion” which addressed effective practices for engaging equity in committees
- Review of a draft document “Institutional Mythbusting” which addressed myths and truths about sexualized violence
- Discussed ways for members to engage with upcoming events such as the National Day of Remembrance and Action on Violence against Women
- Reviewed a draft of the revised UVic equity statement which is used in job postings
- Discussed compiling resources to support equity and diversity work
- Heard an update on the revised Employment Equity Plan work and discussed ways to further embed equity across the institution
- Considered ways to engage with and support UVic’s inaugural 5 Days of Action

In addition, the meetings provided an important forum for members to share their experiences, successes, challenges and resources in promoting equity with their colleagues to encourage forward movement on a wide range of equity work. Many members shared initiatives, upcoming events, experiences and resources that they had developed. The opportunity to hear from the experiences of other areas of work was important for the way it helped expand the network of equity work and relationships on the campus.