UVic Division of Continuing Studies
Equity and Diversity Committee
DRAFT

Mandate
The Committee shall:

- Act in an advisory capacity to the Dean to Promote equity and diversity among DCS staff members
- Promote and guide the development of creating safe, hospitable and equitable working environments
- Encourage a climate of inclusiveness and respect

Terms of Reference
- Recommend appropriate staff training relating to issues, policies and practices regarding diversity, equity, Inclusiveness and the maintenance of a safe, respectful and appreciative working environment
- Advise the DCS Dean of problems and issues relating to the Committee’s mandate which may arise in the Division
- Recommend appropriate policies or practices
- Prepare an annual report
- Engage in other activities which promote the above terms of reference
- Liaise with and between DCS staff and broader UVic-wide counterpart committees

Membership
- Membership is voluntary, normally for a two year term
- Members shall represent the perspective of their employee group as well as their own personal perspective