

## The President's Task Force on Equity, Diversity, and Inclusion Terms of Reference

The Equity, Diversity, and Inclusion (EDI) Task Force is accountable to and provides recommendations to the President.

### Purpose

To provide recommendations to the President and the Vice-Presidents on the process and actions required to identify and eliminate obstacles and inequities facing faculty, staff, and students at the University of Manitoba (UM) to advance the principles of equity, diversity, and inclusion.

### Background

The University of Manitoba's Strategic Plan, *Taking our Place*, provides an over-arching framework for placing equity, diversity, and inclusion at the forefront of how our community teaches, learns, creates, and shares new knowledge, and engages with one another and the larger community. Although EDI is reflected throughout the document, two strategic priorities are particularly notable – “Creating Pathways to Indigenous Achievement” and “Building Community that Creates an Outstanding Learning and Working Environment.” Individuals and groups at the UM have long been engaging in events, activities, and initiatives designed to advance EDI.

Organizations with which the UM is affiliated have also turned their attention to EDI. For example, in the fall of 2017 Universities Canada, of which the UM is a member, made a commitment to EDI as articulated by [7 key principles](#). In the spring of 2019, the UM endorsed the [Dimensions: Equity, Diversity and Inclusion Canada Charter](#) to demonstrate our commitment to EDI.

Most recently, the UM's President has accepted the report based on an independent review of UM's practices related to discrimination, harassment and sexual violence entitled [Responding to Sexual Violence, Harassment & Discrimination at the University of Manitoba: A Path Forward](#). Several of the recommendations have an EDI focus as the authors note that “sexual violence, harassment and discrimination are more likely to arise in environments that are not as respectful, diverse and inclusive as they should be” (p. 65).

### Definitions

To have a shared understanding of EDI, we provide the following definitions:

- Equity means the guarantee of fair treatment, access, opportunity, and advancement for all students, faculty, and staff, while at the same time striving to identify and eliminate barriers that have prevented the full participation of marginalized groups.
- Diversity means all the ways that people differ, including characteristics, personal experiences, values, and worldviews.
- Inclusion is the process of creating an environment in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate in all the opportunities afforded by the University.

## Mandate

The Task Force will be asked to investigate the following:

- Who are we? (*Data from U Count questionnaire and student data*)
- What are we doing at the unit-level and centrally to identify and eliminate obstacles and inequities in order to create a diverse, equitable, and inclusive community? (*Environmental scan*)
- What is needed to ensure that EDI principles are embraced and supported within the UM community? (*Community consultations*)
- What is considered best practice in advancing EDI in post-secondary institutions (*a review of current literature*)
- What are the processes/action steps that should be undertaken to advance EDI at the UM in the context of ongoing initiatives and in light of best practices and recommendations in the *A Path Forward* report (specifically, recommendations 4, 5, 6, & 7)? (*Recommendations*)

## Membership

- Vice-Provost (Academic Affairs) – Chair
- Vice-Provost (Students)
- Associate Vice-President (Human Resources)
- Vice-President (Research) designate
- Vice-President (External) designate
- Academic Administrators
- Faculty Members
- Students (UMSU designates, GSA designate)
- Staff

Resources to the Committee:

- Valerie Williams
- Karen Schwartz
- Tracy Mohr
- Randy Roller
- Jackie Gruber
- Communications Officer
- Change Management Consultant

## Timeline and Reporting

It is expected that the Task Force will be formed in October 2019 and meet monthly thereafter. An interim report will be submitted in May 2020, and a final report with recommendations by September 30, 2020.