# **Excerpt from proposed language**

## **(Bilateral Committee on Equity in Hiring)**

**22.4 Bilateral University-Association Equity, Diversity and Inclusion Advisory Committee:**

**22.4.1** To help create an inclusive work environment free from discrimination for Members, and to assist with the implementation of the equity provisions of this Agreement, the Parties agree to establish a Bilateral University-Association Equity, Diversity and Inclusion Committee within 60 days of the ratification of the Agreement. This committee shall consist of:

(a) 3 representatives appointed by the Association, at least 2 of whom shall identify as members of an equity-seeking group and at least one of whom shall be from the Brantford Campus;

(b) 3 representatives appointed by the President, at least 2 of whom shall identify as members of an equity-seeking group and at least one of whom shall be from the Brantford Campus;

(c) the Equity and Accessibility Officer, who shall be a non-voting member.

One of the Association representatives and one of the University representatives shall serve as co-chairs of the Committee.

**22.4.2** The Bilateral University-Association Equity, Diversity and Inclusion Committee shall, with respect to Members, identify and make recommendations for addressing any systemic barriers in recruitment, hiring, employment, retention and promotion that discriminate against Members from equity-seeking groups. The Committee may:

(a) identify and review best practices for equity, diversity, and inclusion;

(b) provide information and recommendations to the University Employment Equity Advisory Committee and the Bilateral Committee on Systemic Equal Pay Issues concerning the realization of the University’s commitment to non-discrimination and equity in the employment of members of the equity-seeking groups;

(c) review reports by Faculty Colleagues and the Equity Representatives on the Senate Promotion and Tenure Committee;

(d) assist with the planning and preparation of equity training and information for Members, such as those items under 22.6.1, 13.13.yy (b) and 14.9.yy (b).

The Committee shall, at the call of the co-chairs, meet at least three times per year to fulfil its mandate and obligations under this clause 22.4. Copies of all Committee reports and recommendations shall be provided to the President and the Association.