

WLUFA Diversity & Equity Committee

Member Qualifications

Please note: This document should be viewed in conjunction with the WLUFA D&E Committee internal mandate. In brief, that document outlines the committees role (advisory) and our concentration on systemic, institutional, and long-term issues.

Details

- The WLUFA Diversity & Equity Committee will be referred to as the “D&E Committee” throughout the following.
- Approved by D&E committee on 2019-06-05.

Required

1. WLUFA Member for the D&E Committee’s term being applied for.
2. Passionate about resolving issues pertaining to diversity and equity at Laurier (as they relate to *protected grounds* in the OHRC and the Charter of Rights), and in particular, those affecting WLUFA Members, directly or indirectly.
3. Demonstrated action in support of issues pertaining to diversity and equity.
4. Knowledgeable about diversity and equity issues. This can include but is not limited to lived experience, academic or professional work, and legal supports and restrictions.
5. Willingness and ability to work with other D&E Committee Members.
6. Willingness and ability to handle the pressures of emotional labour and sensitive issues.
7. Willingness and ability to attend Committee meetings, in person or virtually, and lead at least one strategic initiative each year. This requires a usual time commitment of four hours per month, although extra time is required when a member is involved in special initiatives. Also, the committee conducts an annual planning session (one day) during the summer.
8. Willingness and ability to maintain confidentiality on issues discussed by and revealed to the D&E Committee.

Preferred

- Experience organizing events, communications campaigns, or similar.
- Experience supporting others with difficult issues.
- Experience on a committee.

Recommendations to WLUFA Executive when posting a call for new D&E Committee members:

- In that this is a call for a Diversity and Equity Committee, it is important to inform potential CAS Contract Faculty candidates that they will be compensated for their labour. We recommend the inclusion of this information in the posting document:
 - *Full- and part-time WLUFA members are encouraged to apply. Please note: as per WLUFA's commitment to equity, part-time members may qualify for a financial honorarium in compensation for your labour; please contact any committee member for more information.*
- We encourage WLUFA Exec to integrate a copy of the D&E Committee Mandate with this call for new members. The mandate has been submitted as a separate document for approval.

Mandate for WLUFA D&E Committee

Final Version 2018

The Diversity and Equity Committee advises, supports, informs, and educates the WLUFA Executive and WLUFA members in issues pertaining to diversity and equity, with a particular emphasis on creating an equitable working environment for members who have been marginalized in Canadian society because of their age, ancestry, colour, race, citizenship, ethnicity, place of origin, creed, (dis)ability, family or marital status, gender identity and expression, sex, and sexual orientation (as per the *Ontario Human Rights Code*). The D&E committee supports all members in achieving equity within the context of diversity. We do not support ideas, groups, or individual members who advocate for the disempowerment of other groups or individual members.

The D&E committee advises and supports through the development of educational workshops, initiatives to create policies and projects within the faculty association designed to increase awareness of equity issues and celebrate diversity, and networking/outreach with others in the community and other university faculty associations to further develop strategies for creating an equitable working environment.

Each member of the D&E Committee is responsible to support this diversity and equity mandate and proactively contribute to the agreed upon deliverables/outcomes.

**WLUFAs Diversity and Equity (D&E) Committee:
Recommendations to the WLUFAs Executive Meeting, June 6, 2019**

The attached excerpt from our current Annual Report outlines our committee's lengthy process to determine the qualifications of future members of the D&E Committee. We appreciate the opportunity to present this information today and we ask the WLUFAs Executive to consider the following recommendations.

Recommendation #1 – The appointment of a new member to the WLUFAs D&E Committee proceeds in a manner generally consistent with practices across the broad community of diversity and equity specialists in Ontario and Canada. Candidates are selected based on their expertise and/or experience with diversity and equity issues. The required and preferred criteria are documented in the *WLUFAs Diversity and Equity Committee Member Qualifications* document (as amended over time).

Recommendation #2 – The WLUFAs Executive agrees to continue appointing new members of the D&E Committee using the process that has evolved over the past three years. The D&E Committee will interview new applicants and submit a recommendation to the WLUFAs Executive to appoint candidates by specifying the anticipated contribution of each appointee to the committee. The *WLUFAs Diversity and Equity Committee Member Qualifications* (as amended over time) are the basis of the interview discussions.

Recommendation #3 – In regards to the on-going appointment of existing D&E Committee Members, the WLUFAs Executive is encouraged to use the information in the D&E Annual Report to decide to continue or terminate any member's service on the committee.

Recommendation #4 – The D&E committee is confirmed as a minimum of five members and the maximum number is unlimited.

Attachment: Excerpt from the D&E Committee Annual Report to the WLUFAs Executive.

Item #5 – Developing criteria for the qualifications for members of WLUFAs D&E Committee (in discussion with the WLUFAs Exec)

D&E committees perpetually recruit new members as a capacity-building exercise because the quantity and rapidity of new challenges seems to be limitless at times. Our committee initiated an internal process this year (beginning at our annual planning session in the summer) to define the required and preferred qualifications for members. This has been a lengthy and interesting discussion. Our proposed list of qualifications includes items such as the member being willing and able “to handle the pressure of emotional labour and sensitive issues,” which is a standard requirement on D&E committees, but rather foreign to committees that do not specialise in these issues.

D&E recruitment is accomplished through the usual advertisements and, more commonly, targeted recruitment of persons with specific lived experiences and as many diverse perspectives as possible. Potential candidates often want to explore the goals, philosophies, and objectives of the existing committee and, conversely, committees are keen to verify the interests and intentions of potential members for many reasons. For instance, it is counterproductive to recruit members who support LGBTQ2S communities, but meanwhile express Islamophobic sentiments.

The D&E Committee has developed a comprehensive list of qualifications for use in recruiting new members. We consulted several WLUFAs members, including the Past President, who dealt with a sustained challenge about the appointment of the original committee members (and who generously supported an eight-month process to gain the consensus of the membership on committee appointments). Since the inception of the committee (and the original challenge), we have recruited new members directly (or candidates approached the committee) and we petitioned the WLUFAs Exec to add each member (one-by-one) and stipulated how each candidate’s experience or expertise augmented our capacity. We planned to present our new list of comprehensive member qualifications to the WLUFAs Exec for approval this summer, but we had not declared our intentions. In the meantime, the Exec added the D&E Committee to a general call for volunteers to the membership, and 11 people responded to the call. We therefore asked to present the list of qualifications to the WLUFAs Exec before they review the 11 applications and President David accommodated our request by inviting us to speak at the retreat on June 6, 2019.