

## **EQUITY, DIVERSITY AND INCLUSION FACULTY COLLEAGUE**

### **Roles and Responsibilities**

1. Provides support and information to all faculty and other members of the university community on issues of equity, diversity and inclusion.
2. Initiates activities within the University to promote discussion and understanding of issues affecting equity, diversity and inclusion; supports faculty from under-represented groups in dealing with issues flowing from their experiences.
3. Invites faculty from equity-seeking groups to engage in discussion to better understand the barriers to inclusion at Laurier and assists in developing priority recommendations to address these barriers moving forward.
4. Acts as a resource-person for and is part of the EDI community-of-practice, put in place by the Senior Advisor: Equity, Diversity and Inclusion and the AVP Human Resources & Equity.
5. Sits on the Bilateral University-Association Employment Equity Advisory Committee (Article 22.5) as a faculty representative.
6. In consultation with the Senior Advisor: Equity, Diversity and Inclusion, organizes at least one event per academic semester to disseminate information about EDI issues affecting the University. This event may be organized in collaboration with the other Faculty Colleagues (Women's FC, Gendered Violence FC).
7. Is a member of the WLUFA Equity and Diversity Committee.
8. Acts as a resource to equity representatives on Senate and appointment and promotion committees and collaborates with the Women's Faculty Colleagues and Gendered Violence Faculty Colleague.
9. May be asked to participate in the development and delivery of EDI related training initiatives (e.g. new faculty orientation).
10. May be requested to participate in special projects to support the work of the Senior Advisor: Equity Diversity and Inclusion and the EDI community or practice.
11. Presents an annual budget for approval to the Vice President: Academic and Senior Advisor: Equity, Diversity and Inclusion within 60 days of appointment.
12. Reports jointly to the University and WLUFA. Submits a written report of activities, including any recommendations to address barriers to inclusion, by June 30 of each year of the appointment to the Vice President Academic & Provost and the President of WLUFA. This report is shared with the Senior Advisor: Equity, Diversity and Inclusion.