

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 WLUFAs 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 WLUFAs members are encouraged to apply. Please note: as per WLUFAs 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 WLUFAs 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.

