

## **CUFA EDI Committee Mandate**

The CUFA EDI Committee provides informed views and advice to the CUFA Executive and Council on EDI matters of importance to the CUFA membership.

The CUFA EDI Committee will make recommendations to the CUFA Executive to ensure that the Association's EDI concerns are best reflected in the Collective Agreement and in the on-going discussions between the Administration and CUFA. It will work toward making material changes in policy and practices to address EDI issues of concern to the CUFA membership, especially those policies and practices concerning the career path of recruitment, reappointment, tenure, and promotion; the workplace environment; and related disciplinary matters.

The CUFA Executive and Council recognize that the Committee's mandate is to be interpreted broadly, and will leave it to the EDI Committee to decide on its priorities each year, making regular reports and recommendations to Council.

### **The role of the CUFA EDI Committee includes, but is not limited to,**

1. Gather information about EDI issues and concerns from the CUFA membership;
2. Keep the CUFA Executive, Council and members informed about current developments in EDI at the University as to how they might affect the CUFA membership and our workplace;
3. Propose changes to the CUFA Collective Agreement, together with specific wording for use by the CUFA Negotiation Committee, that strengthen EDI in the Collective Agreement;
4. Assist CUFA in identifying potential Association representatives on EDI-related committees of the University and elsewhere; and
5. Propose events, actions, and activities to CUFA that raise awareness of EDI throughout the CUFA membership and improve workplace practices with respect to EDI.