

Department of Biology Equity, Diversity, Inclusion and Indigenization Committee (EDII)

Vision:

The Biology Equity, Diversity, Inclusion and Indigenization Committee ("Committee") will contribute to a more diverse, inclusive, and equitable learning and working environment within our department, university and the broader community.

Mandate:

To reach this vision, the Committee will focus on implementing strategies and actions to improve recruitment and retention of students, faculty, and other staff from underrepresented groups, including but not limited to women, racialized individuals, Indigenous persons, 2SLGBTQIA+, and persons with disabilities.

Structure:

The Committee shall be composed of:

- Faculty members who are appointed through the Nominating Committee,
- Members who are academic, technical or support staff who choose to join the Committee outside of the nomination process, and
- Undergraduate and graduate student members.

The recommended number of student members of this Committee is 2 undergraduate and 2 graduate students, with a 1-year term with opportunity to renew. Undergraduate members may be liaison persons from student organizations with aligned goals, including the Canadian Indigenous Science and Engineering Society (.caISES) or the Biological Students' Association (BSA). If necessary to select between students that volunteer, the Committee will consider evidence of their commitment to EDII goals, as provided in a short-written statement of interest that each student provides to the Committee. Students volunteering to serve for their first or second year will have priority over students who have already served for two years.

Meetings and duties:

Starting at the beginning of the academic year to facilitate steady progress, the Committee should aim to meet once per month.

Abridged version of the full Terms of Reference, March 2025

Full document can be made available upon request to biology@uwinnipeg.ca