

UWOFA EQUITY COMMITTEE

Terms of Reference

1. To monitor equity issues, propose policy changes, and undertake appropriate initiatives on behalf of membership.
2. To work with appropriate committees/groups such as: Western's Caucus on Women's Issues; the President's Standing Committee on Employment Equity; the President's Standing Committee on Women's Safety on Campus; the Employment Equity Committee; the CAUT Status of Women Committee; the CAUT Equity Committee; and the OCUFA Status of Women Committee.
3. To coordinate with the Grievance Committee and Professional Officer on equity in such areas as appointments, promotions and tenure, and to refer individuals experiencing difficulties to them as appropriate.
4. To make regular reports to the UWOFA Board and general membership.

Committee Membership and Procedures

1. All members shall be members of UWOFA.
2. The Committee shall include:
 - (a) Chair (appointed by the UWOFA Board);
 - (b) President of UWOFA or designate (ex officio);
 - (c) At least five (5) but no more than fifteen (15) members at large including:
 - i. At least three Probationary or Tenured members;
 - ii. At least one member of the Librarian and Archivist Bargaining Unit;
 - iii. At least one Contract Faculty member; AND
 - (d) At least one member of the Committee shall be a member of the UWOFA Board.
3. Membership Procedures:
 - (a) The membership shall be drawn from those who respond to UWOFA's annual general calls for committee members.
 - (b) In the absence of a sufficient number of volunteers, the Chair, in consultation with UWOFA Executive and former members of the Equity Committee, will select and invite others to serve on the committee.
 - (c) Should more than fifteen (15) members volunteer, the Chair, in consultation with the UWOFA Executive and former members of the Equity Committee, will make the final selection for committee membership.
 - (d) In selecting members for the Equity Committee, due consideration will be given to representation from a wide range of Faculties and both bargaining units, as well as to the diversity of the UWOFA membership, and demonstrated interest in and knowledge of equity issues.
5. The Chair of the Equity Committee or designate shall serve as UWOFA's representative on the President's Standing Committee on Employment Equity.
6. Two members of the Equity Committee, one of whom may be the Chair, shall serve on the Joint Employment Equity Committee, and each bargaining unit must be represented.
7. The Chair of the UWOFA Equity Committee shall send minutes of Equity Committee meetings to the UWOFA office for distribution and posting.

Approved by the UWOFA Equity Committee, 5 April 2010

Approved by the Board of Directors, 12 April 2010