

Terms of Reference for the Equity, Diversity, and Inclusion (EDI) Committee

Land Acknowledgement

The University of Alberta respectfully acknowledges that we are located on Treaty 6 territory and Métis Nation of Alberta Region 4, the traditional meeting place of First Nations and Metis people. It is from a place of gratitude that we acknowledge the sacrifices they have made and continue to make in allowing us the use of these lands. We honour our relationship with the Indigenous peoples, and their contributions to our knowledge and culture.

Purpose and Scope

The Equity, Diversity, and Inclusion (EDI) Committee has been established to advance and promote these ideals within the Department of Psychiatry. In response to a number of reported instances of discrimination and unprofessional behaviour, it was deemed important to develop an ongoing method to address potential issues, as they arise. The committee shall work to create an inclusive environment that respects all individuals and values them for their unique viewpoints, regardless of their background, characteristics, or experiences.

Objectives

The primary objectives of the EDI Committee are to advise the Director of EDI and Climate Initiatives on the following Departmental issues:

- a. Foster a culture of inclusion and equity within the Department, finding ways to ensure that all employees, learners, patients, and other stakeholders feel valued and respected. This includes identifying ways to celebrate others and to build trust.
- b. Produce an EDI strategy aligned with the Department's values, goals, and mission, aimed at enhancing EDI, and combating discrimination and bias.
- c. Address EDI-related concerns, identify barriers, and monitor progress on initiatives.
- d. Regularly respond to EDI-related events occurring both inside and outside of the Department that may negatively impact our members.
- e. Raise awareness and promote training and development opportunities through special lectures, invited speakers, workshops, etc.
- f. Provide guidance and recommendations to senior leadership on EDI policies and practices, and advocate for more inclusive mechanisms where possible.
- g. Identify, share, and promote EDI best practices so that our collective encourage the prevention and elimination of discrimination, harassment, and victimization.

Membership

The EDI Committee shall consist of a diverse group of members (between 6-10 members) representing various departments and levels within the organization, including leadership, administration, education, clinical (incl. CAC's), and research areas, as well as learners (graduate

students/residents). Memberships are for a 2 year term, with possibility of extension for an additional term.

Memberships will be broadly solicited from within the Department to represent all of these areas. However, failing adequate expressions of interest or diversity of representation, targeted requests will be made to ensure adequate membership.

Meetings

The EDI working group shall meet regularly, with a frequency to be determined by the committee, but no less than once per quarter.

Collaboration and Partnerships

The working group may collaborate with external organizations or experts, as necessary, to achieve its objectives. It should also work closely with other relevant University of Alberta committees or departments to ensure appropriate alignment with other EDI initiatives, and to promote the integration of EDI principles across the organization.

Confidentiality and Conflicts of Interest

Committee members agree that some of the material discussed being of a sensitive nature, anecdotes or issues with potentially identifying details will not be shared outside of the group.

Members agree to reveal any potential Conflicts of Interest in advance of discussions which could potentially prejudice them.

Review and Amendments

These Terms of Reference will be reviewed annually by the EDI Committee (each winter) and updated as needed to reflect the changing needs and priorities of the organization.

Original Approval Date: *January 24, 2024*