

01/2023



IMI Equity, Diversity and Inclusion Committee

Terms of Reference: January 2023

Purpose & Objectives

The IMI Equity, Diversity and Inclusion Committee was derived from an observation of the need for recognition of programming, and enhanced, formalized practices and initiatives in EDI at IMI.

In alignment with UTM's strategic plan, with its significant emphasis on equity, diversity, inclusion, transparency, sense of community, student support, impact and more, this committee will serve to advance IMI's work in EDI centrally, and across our programs and units.

The IMI EDI Committee will have a hybrid focus in nature. The Committee will be responsible for:

- Facilitating guidance and policies/practices for the Institute
- Creating a plan for EDI initiatives long term.
- Engaging practice, hands-on initiatives including events, programming, workshops
- Provision and analysis of research, data and annual reports.

Committee Membership, Roles and Responsibilities

The 2023-2024 Committee is comprised of 12 individuals across the IMI Staff and Faculty complement who volunteered to participate in the first cycle of the Committee.

Membership comprises a mix of staff and faculty roles, with the IMI Director maintaining a seat on the Committee at all times.

Members are asked to committee for a 1-year time period, after which seats may be filled by nomination or by volunteer.

Roles

Chair(s)

The Committee for 2023-2024 will be loosely chaired by the IMI Manager, External Partnerships & Communications, who maintains administrative responsibility in meeting schedule, note-taking, creation of agenda, and facilitation of discussion and engagement among members.

Sub-Committee/Working Groups & Leads

The committee may have sub-committee or working group leads, who maintain responsibility for the projects and initiatives of those working groups. Working groups will focus on sub-areas of Committee work.

Committee Members

Committee members at large are tasked with sharing information, participating in discussions, and supporting the broad work of the Committee on an ongoing basis. Members may elect to participate on working groups.