



Diversity Advisory Committee

Terms of Reference: Approved April 27, 2009

I. PURPOSE

To assist Camosun College to recognize and celebrate the diversity and common humanity of its students and employees and to make them feel welcomed and valued.

DIVERSITY Defined

Diversity includes but is not limited to characteristics of age, gender, ethnic heritage, culture, sexual orientation, religion, and abilities. Diversity is also the sum total of potential to be found in any group of people.

II. MANDATE

To help everyone at the college develop and maintain an understanding and respect for the diverse backgrounds, needs, values and opinions of the college population and of the communities and societies in which we live.

III. MEMBERSHIP

Chair

To be selected annually by the committee.

The role of the chair is:

- a. To set agendas with member input
- b. To chair meetings and take action as necessary.

Committee Members

Up to 15 members, including representation from all major work groups - students, unions and management, with overall membership to reflect the diversity of the college population. Length of term on the committee will be managed in a staggered format of two-year terms, except for Ex-Officio positions.

IV. GOVERNING STYLE

By consensus, with recommendations of the committee to be forwarded for decisions.

V. MEETINGS AND PROCESS

- a. The committee is to meet at least once every 2 months or according to need.
- b. Special meetings to be called on an as-required basis by the chair.
- c. Members of the committee wishing to have agenda items placed on the table must notify the chair one week prior to the meeting.
- d. Upon appropriate notice, the committee may receive delegates and guests.
- e. Administrative support will be assured by Human Resources. Agendas will be distributed to all members
- e Meeting notes will summarize discussions and recommendations, will be distributed as appropriate and may be distributed college-wide.

VI. COSTS

Any expenses relative to the committee must be pre-approved by t