

Department of Geography and Planning
Equity, Diversity, Inclusion, Indigenization and Accountability Committee
(EDIIA Committee)

Land Acknowledgement:

Geography and Planning have been referred to as the sciences of European imperialism and colonialism (Driver, 1992; Njoh, 2009), supporting Settler Colonialism across Turtle Island,¹ the processes and structures of which are ongoing even today. The land that Queen's University, a colonially-established institution itself, is situated on the traditional territories of the Anishinaabe and Haudenosaunee peoples. These Indigenous peoples were the first and original inhabitants of this land, and they are still here today. How the disciplines of Geography and Planning continue to enact certain practices and ways of knowing is part of our collearn,

and play.

The Global, University, and the Departmental context:

Academic institutions across the world are examining their own roles in perpetuating structural racism and colonialism.

At Queen's University, the 2017 *Principal's Implementation Committee on Racism, Diversity, and Inclusion Report* (PICRDI) and the *Yakwanastahentéha Aankenjigemi Extending the Rafters: Truth and Reconciliation Commission Task Force Final Reports* lay out the long-term and ongoing work needed across the university in light of ongoing anti-Black, anti-Indigenous, and anti-Asian racism, Islamophobia, homophobia, transphobia, xenophobia, misogyny, stigma of mental health issues, anti-Semitism, ageist and ableist discourse

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EDIIA Committee Composition:

Faculty representation on the Committee will be determined by the Head, based on the usual system of committee preference rankings. In the event that more faculty express interest than positions available, the Head must make every effort to meet or exceed the departmental equity targets identified in the Human Rights and Equity Office DEAP tool. The committee will be led by Co-Chairs: one Faculty member and one Graduate Student. The Co-Chairs will be nominated from within the Committee. No Committee member shall serve for more than three consecutive one-year terms.

The Committee will be comprised of 8 members:

- Three faculty (one from each unit).
- Three grad students (one from each unit).
- Two undergraduate students.

Staff are invited to participate on a voluntary and compensated basis.

EDIIA Committee Terms:

Committee members will serve one-year terms. The Faculty Rep Co-Chair will serve a two-year term and must be appointed from those who have already served on the committee in order to ensure continuity given the long-term nature of the committee's work. Faculty representatives will be appointed by the Department Executive Committee. Student representatives will be elected by their respective student organizations.

EDIIA Committee members should:

- have an interest in and/or some knowledge of diversity, equity, inclusion and Indigenization;
- be available to listen to students, staff, and faculty members in the Department who have ideas, concerns or suggestions, and bring this information forward to the committee; and,
- attend a majority of meetings and actively contribute to decisions and actions.

EDIIA Committee Meeting Frequency and Process:

The EDIIA Committee will meet at least six times per year. The Co-Chairs will set the meeting calendar in September.

All meetings will begin with a territorial acknowledgement, followed by review of the agenda, approval of previous minutes, and call for additional agenda items or new business.

Robert's Rules of Order will apply with a note that when there is discussion on an Item, the discussion will take place in Circle format. This ensures

wishes to pass, they may do so. Once everyone has had a chance to comment on the item, the Co-Chairs may ask for final comments before calling for a decision.

EDIIA meetings shall be open to the entire department. However, only committee members will be eligible to vote on committee items. A quorum of five committee members is needed for each meeting.

Citations

Driver, F. (1992). Geography's Empire: Histories of Geographical Knowledge. *Environment and Planning D: Society and Space*, 10(1), 23–40.

Njoh, A. J. (2009). Urban planning as a tool of power and social control in colonial Africa. *Planning Perspectives*, 24(3), 301–317.