

Equity, Diversity, Inclusion and Indigenization Facilitation Committee Queen's Department of Physics, Engineering Physics and Astronomy

TERMS OF REFERENCE

Mandate/Purpose: To help the department reach a fully equitable, diverse and inclusive community, as demonstrated by data as well as a critical analysis of the data.

Stakeholders:

Department faculty, staff, graduate students, postdoctoral researchers, and physics and engineering physics undergraduate students. This includes the department leadership team, as well as its committees/working groups, undergraduate physics/engineering physics Department Student Council (DSC) and Graduate Physics Society.

Scope & Responsibilities:

To endeavour to create safe places for the sharing of ideas and perspectives from all members of the department regarding issues related to EDII.

Data gathering within the department to establish baseline data, and subsequently to evaluate progress in key EDII areas. As part of this data gathering the results, analysis methods and conclusions drawn will be communicated to the stakeholders in a timely manner, to the extent that this ensures confidentiality of everyone who provided data.

Collect, organize, and disseminate EDII-related information and resources for the purpose of EDII

available. As much as possible, we strive for equitable representation including allies. The chair of the committee meetings will rotate through all members comfortable with taking on the role.