

York University
Schulich School of Business
Committee for Equity and Community

Purpose and Responsibilities

The Schulich School of Business strives to create an equitable, diverse and inclusive community where faculty, instructors, students and staff feel welcome and comfortable contributing perspectives and experiences. Achieving this requires intentional and systemic action. This means creating and changing policies, procedures, programs, events, and other interventions to address barriers and promote full and equitable participation. The Committee for Equity and Community will provide a forum for discussion, consultation, coordination, and planning of academic initiatives by faculty, instructors, staff, and students. Topics of consideration will pertain to representation, equity, and inclusion, including Black Inclusion and Indigenous initiatives.

Recommendations on the following academic and non-academic initiatives will be considered:

Academic Initiatives

- Curriculum reviews and changes
- New academic programs
- Modifications to academic policies and regulations
- Issues relating to teaching and learning
- De-colonization¹ and Indigenization of curriculum and programs

Non-Academic Initiatives:

- Conduct and maintain an up-to-date inventory of Indigenous Initiatives and equity initiatives at Schulich School of Business, York University, and comparator institutions
- Collect and report on data about demographic representation and experiences of inclusion and exclusion at the Schulich School of Business
- Build and maintain relationships with equity-supporting offices at York University, such as the Centre for Human Rights, Equity, and Inclusion and the Centre for Aboriginal Student Services
- Recommend and advise on community-building initiatives (e.g., speaker series)

¹ Definition: “Decolonization is the process of deconstructing colonial ideologies of the superiority and privilege of Western thought and approaches. On the one hand, decolonization involves dismantling structures that perpetuate the status quo and addressing unbalanced power dynamics. On the other hand, decolonization involves valuing and revitalizing Indigenous knowledge and approaches and weeding out settler biases or assumptions that have impacted Indigenous ways of being... Indigenization is a collaborative process of naturalizing Indigenous intent, interactions, and processes and making them evident to transform spaces, places, and hearts. In the context of post-secondary education, this involves including Indigenous perspectives and approaches” [<https://opentextbc.ca/indigenizationfrontlineworkers/chapter/decolonization-and-indigenization/>]

Committee Membership

Chair (voting)

- Faculty Advisor for Equity and Community – *newly proposed faculty position TBD*

Elected Voting Members

- Seven faculty members or instructors, one from each academic area
- Five student members, one from each program: i/BBA, Masters, PhD, MBA, EMBA

Ex-Officio Non-voting Members

- Associate Dean, Academic
- Director, Strategic Policy and Planning
- Staff representative from Student Services and International Relations
- Staff representative from Student & Enrolment Services
- Executive Officer
- Three Students

Attempt will be made, when possible, to ensure committee members reflect the diversity of Schulich's community, and involve representation of persons who self-identify with diverse groups (e.g., race, gender, ethnicity, ability, Indigeneity, sexual orientation, socio-economic background, age)

Meeting Schedule

Monthly during the Fall and Winter semesters.

Quorum

Quorum will be six voting members consisting of 2 student members and 4 faculty members. Decisions will be by consensus, where possible, and otherwise by a majority of voting members.