

## Faculty of Health Studies

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**Subject:** Equity, Diversity and Inclusion Committee  
Terms of Reference

**Date: October 25, 2021**

**Programs:** Bachelor of Nursing  
Bachelor of Science in Psychiatric Nursing

**Revised: August 29, 2025**

**Last Reviewed: August 29, 2025**

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“Brandon University affirms an unwavering and unambiguous commitment to diversity, inclusion and universal human rights” (<https://www.brandonu.ca/diversity/bu-statement-on-inclusion/>)

### **PURPOSE:**

The purpose of the Faculty of Health Studies Equity, Diversity and Inclusion (FHS EDI) Committee is to recognize and implement proactive strategies to support human rights and address discrimination (ie. Racism, sexism, homophobia, ageism, transphobia and ableism). The actions of the FHS EDI Committee will include (but are not limited to):

- Review Faculty of Health Studies policies, support policy revisions that promote EDI, and make recommendations to the Faculty of Health Studies Policy Committee.
- Promote educational programming for Faculty and Students in health studies on EDI topics;
- Enhance communication and collaboration with students in the Faculty of Health Studies in relation to the activities of the FHS EDI committee;
- Coordinate with the Brandon University EDI Committee to effectively implement their campus activities in the Faculty of Health Studies; and
- Recommend resources for Faculty in Health Studies to include in curriculum relevant to Nursing and Psychiatric Nursing;

The FHS EDI Committee will use the **Faculty of Health Studies Anti-Racism Action Plan** as a guide to conduct their work. It will be the responsibility of the FHS EDI to keep this action plan up to date, as well as to develop further action plans as required.

### **MEMBERSHIP:**

The membership will include:

- Four (4) Faculty members, including two (2) from the Department of Nursing, one (1) from the Department of Psychiatric Nursing (Winnipeg), one (1) from the Department of Psychiatric Nursing (Brandon).
- Each year the committee will be populated with a minimum of 4 and a maximum of 6 students.
- Students will be recruited from the Department of Nursing and the Department of Psychiatric Nursing, with at least two students from the Winnipeg Campus.

**TERMS OF OFFICE:**

All Faculty members or Student members will volunteer for the FHS EDI. If there are more volunteers for the position than required for the committee, the respective (FHS or BUHSSA) will hold a vote for the positions.

All Faculty members will be elected in August for a two (2) year term. Any members interested in remaining on the FHS EDI after their term has expired may let their name stand for FHS membership vote. Each member may only remain on FHS EDI for a total of 6 years (3 terms).

All student members will be elected in November for a one (1) year term. Any student members interested in remaining on FHS EDI after their term has expired may renew for up to two more terms, without a need to be re-elected by the student body.

**CHAIR:**

The Faculty Co- Chair is elected by and from the FHS EDI Committee members for a two (2) year term. The outgoing Chair will be responsible for calling the first meeting of the new term. Outgoing chair will remain on the committee for two years following end of term to assist with transition to new leadership, as an ex-officio member.

The student Co-Chair is elected by and from the Equity, Diversity, and Inclusion Committee members for a one (1) year term. Any student wishing to remain in the role of co-chair for an additional year can do that with the recommendation of the other student representatives.

**RECORDER:**

The minutes will be taken by a designated office assistant.

**MEETINGS:**

Five Meetings (5) (Chosen by committee) and at the call of the chair.

**DECISION MAKING:**

Decisions will be made by consensus. Discussions will occur until all committee members feel comfortable with the decision. All final decisions need to be made in collaboration between students and Faculty, no decision should be made without at least two students contributing to the conversation. Decisions may occur in meetings, or through evote.

**REVIEW OF TERMS OF REFERENCE:**

The terms of reference will be reviewed biennially, normally at the start of a new academic year.

**DISTRIBUTION OF MINUTES:**

The minutes will be distributed to Committee members, the Dean and the Dean's Assistant. The Dean's Assistant will keep the permanent record of the Minutes. Faculty of Health Studies and BUHSSA will be provided reports on a monthly basis.

**WORKING GROUPS:**

Working groups will be established and populated when required at the direction of the FHS EDI Committee. Each working group will be required to include a minimum of two (2) FHS EDI members, one (1) Faculty member and one (1) student. Working groups will be required to provide reports on a monthly basis to the FHS EDI Committee.