University Human Rights Committee (UHRC)

The University Human Rights Committee is an advisory committee to the President on equity and human rights issues. The intent is to develop as consistent an approach to human rights and equity as possible across all employee and student groups, to enhance communication and co-ordination between groups and committees serving common ends, and to foster the acceptance of individual and institutional responsibility to respect the human rights of all members of the campus community.

The advisory groups that make up the University Human Rights Committee are an important part of the consultative and participative human rights and equity process. Recommendations and advice from these advisory groups may be forwarded to appropriate offices with the responsibility for implementation or instituting changes for their consideration and action.

The membership is representative of the diversity across campus and brings the perspectives of a wide variety of individuals and groups. It is the responsibility of the President to ensure that the membership reflects the diversity of our campus.

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**University Human Rights Committee**

- **Mandate:** to advise the President on equity and human rights issues and to assist the University in developing a supportive and inclusive environment
- **Membership:** the members of the Employment Equity Advisory Group and the Educational Equity Advisory Group.
- **Chair:** University Secretary
- **Meetings:** at least once a year, and whenever the advisory groups share mutual or over-lapping interests of equity and human rights.
- President & Vice-Presidents will meet with the UHRC at least once a year
- The UHRC circulates an annual report to the President, Vice-Presidents and University Community.

**Educational Equity Advisory Group**

- **Mandate:** Advisory committee to the President on equity and human rights issues as they pertain to students, the classroom and the delivery of programs; to advise and assist in:
  - providing education and information about educational equity and human rights,
  - reviewing policy and procedure,
  - offering a forum for discussion;
  - and to act as a communication conduit to and from constituent groups and offices.
- **Implementation:** The Advisory Group seeks to work through existing units and structures to address issues or concerns that do not seem to be being addressed adequately. Recommendations, advice or comments, as appropriate, may be forwarded to the Senate, Vice-Presidents, Associate Vice-Presidents, Faculties or departments for their consideration or action.
- **Ad hoc/ task force groups:** temporary groups may be set up from time to time, from within the membership, to assist with specific issues or tasks in meeting the mandate. Terms of reference, duration and reporting expectations will be defined. Duration would not be expected to extend beyond the current school year.
- **Chair:** appointed by the President
- **Equity and Human Rights Office:** provides support for the group.
- **Membership represents the following groups:**
  - Deans Council, Faculty Association, PEA, CUPE 4163 (Sessionals and TAs), Academic Women’s Caucus, Indigenous Staff and Faculty, Positive Space Network (Members are appointed by the President for a period of one or two years upon the recommendation of the Vice President Academic, or the group.)
- **Membership includes student representation:**
  - UVic Student Society, which is invited to name representatives from the advocacy groups, e.g. Native Student Union, Women’s Centre, Anti-Violence Project, Access UVic!, International Students, Students of Colour Collective, UVic Pride; Graduate Student Society; Residence representatives (Representatives from other student groups may be appointed as appropriate. Student members are appointed by the President for a period of one year upon the recommendation of the constituent group.)
Membership includes the following offices:
- Equity & Human Rights (including Director of Equity and Human Rights)
- Equity and Diversity Adviser to the Provost
- University Secretary
- AVP, Student Affairs
- Registrar
- Student Awards & Financial Aid
- Associate Vice President Academic Planning
- Ombudsperson
- Campus Security
- Resource Centre for Students with a Disability
- Residence Life
- International & Exchange Student Services Office

Meetings: monthly, bi-monthly or as appropriate

Employment Equity Advisory Group:

Mandate: Advisory Committee to the President on equity and human rights issues as they pertain to employees; to advise and assist in:
- providing education and information about employment equity and human rights,
- reviewing the development and implementation of equity plans and initiatives,
- reviewing policy and procedure,
- offering a forum for discussion;
- and to act as a communication conduit to and from constituent groups and offices.

Implementation: The Advisory Group seeks to work through existing units and structures to address issues or concerns that do not seem to be being addressed adequately. Recommendations, advice or comments, as appropriate, may be forwarded to Vice-Presidents, Associate Vice-Presidents, Faculties or departments for their consideration or action.

Ad hoc/ task force groups: temporary groups may be set up from time to time, from within the membership, to assist with specific issues or tasks in meeting the mandate. Terms of reference, duration and reporting expectations will be defined. Duration would not be expected to extend beyond the current school year.

Chair: appointed by the President.

Equity and Human Rights Office: provides support for the group.

Membership represents the following groups:
- CUPE 917, CUPE 951, CUPE 4163 (Sessionals & TAs), Exempt Staff, Faculty Association, Academic Women's Caucus, Minority and Indigenous Women's Instructors Network, Librarians, Professional Employees Association, Women's Network, Deans, Positive Space Network, Indigenous Staff Recruitment and Retention Committee, Indigenous Staff and Faculty, Faculty Disability Caucus, Administrative heads (Directors/Executive Directors), UVSS (as a representative of student employees/employers on campus)

Members are appointed by the President for a period of one or two years upon the recommendation of the employee group, or the Vice Presidents.

Membership includes:
- Director of Equity and Human Rights
- Equity and Diversity Adviser to the Provost
- Equity Advisor
- Associate VP, Human Resources
- University Secretary
- Associate VP Faculty Relations and Academic Administration
- Director of Indigenous Affairs
- Human Resources Employment Services
- Representatives from Aboriginal Peoples, persons with disabilities, visible minorities

Meetings: monthly, bi-monthly or as appropriate