Anthropology
UNIVERSITY OF TORONTO
MISSISSAUGA

UTM Department of Anthropology Equity, Diversity and Inclusion Committee Mandate

The Anthropology EDI Committee seeks to understand and improve the department's practices, culture, and climate in relation to equity, diversity, and inclusion (EDI). The committee's work aims to foster an environment that is respectful, accessible, and inclusive for all members of the Anthropology community at UTM, including students, staff, and faculty.

The committee's goals are to:

- Identify and address systemic issues related to discrimination of any kind, including but not limited to racism, sexism, homophobia, transphobia, ableism, white supremacy, and religious and political discrimination.
- Promote awareness of EDI-related resources, policies, and initiatives within and beyond the department.
- Advise and make recommendations to the Department of Anthropology on practices, policies, and initiatives that support equity and anti-discrimination.
- Foster collective understanding of EDI concepts and practices through events, communications, and departmental engagement.
- Model transparency, consultation, and equity in its own operations and encourage similar approaches in departmental committees and decision-making processes.
- Collaborate and liaise with relevant campus bodies and authorities to share information and promote consistent approaches to EDI and anti-racism.

The committee will report its work and recommendations to the Department of Anthropology. It does not hold decision-making authority but serves an advisory and advocacy role within the department. The committee will be composed of four faculty members representing a range of subfields (e.g., ARCH, EVO, SCL), one admin staff member, and two undergrad student reps when possible (one from ANT and one from FSC). Membership will rotate so that all faculty members have an opportunity to serve. Terms will normally be two years and staggered. One faculty member will be designated Chair of the committee. The committee will operate through consensus where possible. Its focus and priorities will be reviewed annually to ensure responsiveness to emerging departmental needs and contexts.

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