

Section	Committee	Page
Governance Process	Equity, Diversity and Inclusion Committee (CC08.00)	1
		Create Date May 26, 2021

Accountability and Authority	The Equity, Diversity and Inclusion Committee is a non-statutory committee of the Council of the College of Naturopaths of Ontario and is established pursuant to section 12.02 and section 10 of the bylaws and the <i>Committee Principles</i> policy (GP06).
Limitations	The Equity, Diversity and Inclusion Committee shall only exercise the authority, and fulfill the duties and responsibilities authorized in the bylaws and by these Terms of Reference.
Responsibilities	<p>Working closely with the CEO and senior staff, the Equity, Diversity and Inclusion Committee shall develop and maintain a program of equity, diversity and inclusion that ensures that:</p> <ul style="list-style-type: none"> <li>• Appropriate policies are developed, approved by the Council and implemented that reflect the values of the Council and its commitment to equity, diversity, inclusion and an environment that is free of bias, discrimination and racism.</li> <li>• All recruitment of volunteers to work with the College is one that is based on equity, diversity and includes every individual who is qualified to participate.</li> <li>• Training for all volunteers includes addressing critical issues surrounding equity and inclusion, in particular but not limited to anti-discrimination and anti-bias training.</li> <li>• Reviewing the College’s regulatory framework and processes to ensure that they are equitable to all individuals within society.</li> </ul>
Composition and Appointment	<p>The Equity, Diversity and Inclusion Committee shall be appointed by Council and shall be comprised of at least three (3) but as many members as the Council deems appropriate,, including:</p> <ul style="list-style-type: none"> <li>• One (1) or more Council members;</li> <li>• One (1) or more Registrants who are not Council members; and</li> <li>• Any number of Public Representatives as defined in the by-laws.</li> </ul> <p>The Council shall appoint the Chair of the Equity, Diversity and Inclusion Committee.</p>
Term of Office	The members of the Equity, Diversity and Inclusion Committee shall be appointed annually by Council for approximately one (1) year, or until such time as the Council has made further appointments.
Meetings	<p>The Equity, Diversity and Inclusion Committee shall meet at the call of the Chair.</p> <p>In the event that the Chair of the Committee is unable to preside at the meeting, the Chair may designate an acting Chair from among the Committee members, or where the Chair has not done so, an acting Chair for the meeting shall be selected from among the Committee members by the Committee.</p>
Quorum	Pursuant to section 12.06 of the By-laws of the College of Naturopaths of Ontario, quorum for meetings of the Governance Committee shall be three members of the Committee, at least one of which shall be a Public member or a Public Representative as defined in the by-laws.

DATE APPROVED	REVIEW DATE	RESPONSIBLE
May 26, 2021		Council

COMMITTEE TERMS OF REFERENCE

Section  Governance Process	Committee Equity, Diversity and Inclusion Committee (CC08.00)	Page  2  Create Date  May 26, 2021
-----------------------------------	--	--

In cases of urgency as determined by the Chair of the Committee, the Public member/Public Representative requirement for the purposes of quorum may be waived.

Reports

The Committee shall provide a report of its activities annually to the Council, as well as when requested from time to time, subject to any requirements of *the Regulated Health Professions Act, 1991*.

The Chair shall also submit a quarterly report to the Council addressing matters of importance to the Committee.

DATE APPROVED	REVIEW DATE	RESPONSIBLE
May 26, 2021		Council