SENECA STUDENT FEDERATION (SSF)
Terms of Reference
Equity, Diversity, and Inclusivity Committee

PURPOSE

The Equity, Diversity, and Inclusivity (EDI) Committee of the Seneca Student Federation (SSF) is established to foster an inclusive community within the SSF. The committee's primary objectives are:

- **Cultivating Inclusivity**: Create a welcoming and respectful environment for all within the SSF.
- **Policy and Process Evaluation**: Create and enforce an EDI Policy and ensure SSF policies and processes align with the EDI Policy and the SSF's Vision, Mission and Values.
- **Reviewing Hiring and Election Practices**: Evaluate hiring and election procedures to promote fairness and representation.
- **Alignment with Vision, Mission, and Values**: Assess SSF activities against the organization's vision, mission and core values.

RESPONSIBILITIES

The EDI Committee shall undertake the following responsibilities:

1. **Hiring and Election Review**:
   - Regularly review and assess the SSF's hiring practices, ensuring they are equitable and unbiased.
   - Evaluate election processes to enhance representation and inclusivity.
   - Recommend improvements based on their findings.
2. **Event Assessment**:
   - Examine SSF-sponsored events, programs, and initiatives through an equity and inclusion lens.
   - Ensure events align with the SSF's commitment to diversity and respect.
   - Propose adjustments or modifications as needed.
3. **Vision, Mission, and Values Alignment**:
   - Compare SSF activities to the organization's vision, mission and values.
   - Identify areas where alignment can be strengthened.
   - Provide recommendations for enhancing inclusivity.
4. **Collaboration and Advocacy**:
   - Collaborate with other SSF committees, student groups, and stakeholders to promote EDI initiatives.
   - Advocate for equity and inclusion within the SSF and the broader Seneca community.

MEMBERSHIP

The EDI Committee shall consist of:

- a minimum of three voting board members, who shall be appointed by the Board, one of whom shall be the Chair of the Committee.
- The following Ex-officio (non-voting) members:

- Chair of the Board
- SSF President
- SSF Executive Director
- SSF Manager, Human Resources
- Recording Secretary (SSF Board Recording Secretary).

The Manager of Human Resources shall serve as the primary source of expertise for the Committee.

Seneca Student Federation (SSF) Vision, Mission and Values:

Vision: Empowering students for today and for the future.

Mission: Collaborate with the college community to offer valued services, inclusive activities, and rewarding learning opportunities to drive student engagement and promote a sense of belonging and wellness.

Values:

- **Integrity**: Our actions are guided by the principles of accountability, transparency, responsible stewardship, and ethical governance.
- **Inclusivity**: We embrace a rich mosaic of identity, ability, traditions, and perspectives. We foster a culture of collaboration, trust, respect, and value our diverse student community.
- **Leadership**: We provide a platform to be heard and represent the voices of students through meaningful engagement, consultation, and advocacy. We work in partnership with our many stakeholders to give our students the very best student experience.
- **Engagement**: We work to assess and improve the quality of services, activities, and programs to best meet the ever-changing needs of our vibrant student body. We offer opportunities outside the classroom to facilitate leadership development, encourage student growth, and promote unity.