

LETTER OF UNDERSTANDING

BETWEEN

THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(Association)

Equity and TPCs

The Parties are committed to securing equity, diversity and inclusion for members of marginalized groups who might be disproportionately excluded from full participation in the University community and governance. The measures proposed must also respect their dignity, privacy and individual right to disclose. As such, the Parties agree to create a Teaching Personnel Equity Committee (TPEC) to investigate potential constitutional, by-law and procedural changes to Teaching Personnel Committees (DTPC, FTPC, LPC and TPCI) in order to work towards ensuring proportional inclusion of equity-seeking group members and/or members with demonstrated expertise on the principles of Equity, Diversity and Inclusion, on such committees.

The TPEC shall consist of four (4) persons, to include two (2) persons appointed by each party. Each party shall appoint at least one person with demonstrated expertise in Equity, Diversity and Inclusion to the committee.

The TPEC shall meet with the Equity, Diversity and Inclusion Committee (EDIC) at least once in order to seek their opinion regarding any employment, equity, diversity and inclusion measures and procedures regarding the committees listed in this Letter of Understanding.

The committee shall submit a final report of its findings and recommendations to both parties no later than one (1) year after ratification of the Collective Agreement whose start date is May 1, 2018.