

**MISSION INTERGRATION AND INCLUSION COMMITTEE  
OF ACADEMIC COUNCIL  
TERMS OF REFERENCE**

**Effective Date:** September 1, 2024

**Supersedes:**

**Date of Next Review:**

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**TERMS OF REFERENCE**

The Mission Integration and Inclusion Committee advises and supports the Academic Council, and by extension the President and the Board of Directors, on fulfilling the purpose of King's, which is to operate a Roman Catholic co-educational liberal arts university college affiliated with Western University and St. Peter's Seminary which is dedicated to academic teaching, research and the education of the whole person intellectually, morally, physically, spiritually and aesthetically, as set out in the General By-Law Number 3A of the Board of Directors.

**Areas of responsibility**

**Promote King's as a Catholic liberal arts institution**

- Promote the integration of King's mission into the educational policies and life of King's students, faculty, staff and senior administrators.
- Provide ongoing mission-related orientation to members of Academic Council, and to the broader King's community.
- Develop resources and networks that support and sustain the mission of King's.
- Provide meaningful opportunities for the King's community to learn about and engage with the Catholic intellectual tradition, and the mission of King's as a Catholic University.
- Develop and promote opportunities to celebrate feast days and to observe the liturgical season in creative ways.
- Ensure committee members understand the [Ordinances](#) issued by the Canadian Conference of Catholic Bishops in view of the Apostolic Constitution, as cited in the following link *Ex Corde Ecclesiae*

**Equity, diversity and inclusion**

- With a focus on King's as a Catholic liberal arts institution, promote strategic

institutional commitments to Indigenization and decolonization, truth and reconciliation, equity, diversity and inclusion within educational and research program, and among Academic Council members.

- Develop and promote ecumenically sensitive and inclusive celebrations of College-Wide events.
- Advise Office of Equity, Diversity, Inclusion and Decolonization and Campus Ministry and in consultation with other members of the College on an annual lecture series that is inspired by a critical engagement with the diversity of Catholic thought and teaching.

### **Orientation**

- Take part in the orientation of new faculty and staff hires to the mission, vision and values of King's, including the core values of equity, diversity and inclusion.

### **COMPOSITION**

#### **Voting**

- Two faculty members elected by the faculty, at least one of whom is a member of Academic Council;
- One Professional Officer as elected by Academic Council
- One Non-Academic Staff Member as elected by Academic Council
- One student appointed by Students' Council.

#### **Ex officio (voting):**

- President
- Director, Office of Equity, Diversity, Inclusion and Decolonization (or designate)
- Director, Campus Ministry (or designate)

#### **Ex officio (non-voting resource persons):**

- Vice-President and Academic Dean (or designate)
- Dean of Students (or designate)

#### **Chair:**

The Chair of the Committee shall be elected by members of the Committee from among the faculty members.

**Terms:**

The terms of faculty members professional officers, and non-academic staff shall be three years renewable. One, two, and three year appointments will be used upon the initial election of the committee to create a staggered term for the elected members. The terms of all students shall be one -year renewable,

**GENERAL PROCESS FOR COMMITTEES**

The Committee shall develop an annual work plan for approval by Academic Council.

The Committee shall determine the frequency of meetings required to achieve its annual work plan. However, the Committee must meet at least once in the fall semester and once in the winter semester.

The Chair of the Committee shall report as required to the Academic Council, or to the Board if requested, either individually or through the President.

The Committee shall conduct an annual self-evaluation as developed by the Governance and Nominating Committee for all Academic Council committees, and report results to its members for their review.

**Quorum:**

50 percent of voting members from September.

Non-voting ex officio resource persons shall not be counted towards quorum.