

**MISSION INTEGRATION AND INCLUSION COMMITTEE
OF ACADEMIC COUNCIL**

TERMS OF REFERENCE

Effective Date: April 22, 2026

Supersedes: September 1, 2024

Date of Next Review:

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.

Equity, diversity, inclusion, and decolonization

- With a focus on King's as a Catholic liberal arts institution, promote strategic institutional commitments to Indigenization, decolonization, truth and

reconciliation grounded in the Truth and Reconciliation Commission's Calls to Action, and equity, diversity and inclusion within educational and research programs, and among Academic Council members.

- Develop and promote ecumenically sensitive and inclusive celebrations of College-Wide events.
- Advise the President's Office on an annual lecture series inspired by critical engagement with the diversity of Catholic thought and the dialogue of faith and culture.

Orientation

- Advise on the development of resources for 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

- Three 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
- Manager of Campus Ministry & Music Director
- Vice-President, Student Affairs (KUCSC)

Ex officio (non-voting resource persons):

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