

Amendments to the
Election Guidelines for Faculty Academic Unit Representatives on Senate¹
Approved by Senate February 12, 2018

As part of its commitment to diversity, inclusion and equity, Senate aims to constitute a body that is reflective of the diversity in our society.

The Senate shall explicitly articulate its commitment and desire to enhance institutional diversity, inclusivity and equity through its membership, mission and mandate.

All Faculty Academic Units must, through formal outreach processes, nomination procedures, application requirements, evaluation criteria, and ultimately election procedures Faculty Academic Units

may consult with

Dalhousie's Human Rights & Equity Services for advice on how to develop their procedures using accessibility, inclusivity and equity lenses.

On an annual basis, Human Rights & Equity Services will conduct a specialized equity census for the Senate and report aggregate numbers across equity seeking groups to the University Secretariat in order to identify progress and gaps in representation.

The following are the election procedures to be followed by Faculty Academic Units that do not have Senate approved procedures.

1. A call for nomination to fill vacancies on Senate anticipated by the Faculty Academic Unit for July 1st shall be sent to all faculty members in the Academic Unit by the preceding February 15th. Nominations shall close on February 28th. The call shall explicitly promote Senate diversity, highlighting the benefit of a diversified Senate and invite diverse candidates with an emphasis on attracting individuals from equity seeking groups². At the time of the call, the University Secretariat will communicate gaps, identified by the annual census, to all Deans, Department Heads and Directors.
2. Deans, Department Heads and Directors shall identify appropriate venues to verbally "call" for nominations, encouraging diverse applicants and nominations, with a particular emphasis on addressing gaps identified by the census data.
3. Deans, Department Heads and Directors shall directly approach, or leverage a relationship to indirectly approach, potentially strong candidates who self identify as members of equity seeking groups, to encourage their application or nomination.

¹[https://www.dal.ca/content/dam/dalhousie/pdf/university_secretariat/Senate%20Docs/Senate%20Election Guidelines Academic Units%20Approved%202011%2015%2023.pdf](https://www.dal.ca/content/dam/dalhousie/pdf/university_secretariat/Senate%20Docs/Senate%20Election%20Guidelines%20AcademicUnits%20Approved%202011%2015%2023.pdf)

² Equity Seeking Groups: female identified individuals, individuals of Aboriginal ancestry (and particularly Mi'kmaq individuals), racialized individuals (and particularly African Nova Scotian) persons with disabilities, and individuals who identify as LGBTQ+.

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