

## LETTER OF UNDERSTANDING

### ADDITION OF EQUITY REPRESENTATION ON SEARCH COMMITTEES

The Parties agree that this Letter of Understanding forms part of the 2019-2023 Librarians and Archivists Collective Agreement for the life of the Collective Agreement. Clause 8.1 of the Article *Appointments*, shall be amended as follows:

1. The Search Committee shall include, with one member being designated the Committee's Equity Representative as identified in Clause 9 of the Article *Employment Equity*.
  - a) one (1) Member from the Appointments Committee, who shall chair the Search Committee; b) two (2) additional Members appointed by the Appointments Committee; and
  - c) the immediate supervisor of the position in that particular competition, if they are not appointed under Clauses a) or b).

Clause 9 of the Article *Employment Equity*, shall be amended as follow:

1. The Chief Librarian or Dean or designate shall ensure the Appointments Committee (including Search Committee), Library Director or Head Selection Committee, and Committee for Promotion and Continuing Appointment adhere to the rules and expected practices that assure equity as articulated in the Employment Equity Guide referred to in Clause 8, by designating one (1) member (normally with continuing appointment) of each of these Committees as that Committee's Equity Representative. Those with this responsibility will require training as determined appropriate by the Director of Equity & Human Rights Services.

Signed this 17<sup>th</sup> day of December 2020