



EQUITY, DIVERSITY & INCLUSION ROLE

Terms of Reference
Saskatchewan Professional Planning Institute

1. Purpose:

The purpose of the committee is to promote equity, diversity, and inclusion within the profession of planning in Saskatchewan.

2. Goals and Objectives:

The committee should aim to achieve the following goals and objectives:

- a. To create a respectful and inclusive environment for all members of the planning profession in Saskatchewan, regardless of their personal background, culture, race, gender, sexual orientation or abilities.
- b. To eliminate discrimination, harassment, bullying, and hostile environments in the professional planning network in Saskatchewan.
- c. To promote and encourage the recruitment and retention of a diverse range of planning professionals in Saskatchewan.
- d. To provide opportunities for professional development and career advancement for all members of the planning profession in Saskatchewan, including those from diverse backgrounds.
- e. To develop and implement policies and practices that support equity, diversity, and inclusion in all aspects of the profession in Saskatchewan.
- f. To monitor and report on progress towards achieving equity, diversity, and inclusion goals in Saskatchewan.

3. Membership:

The committee shall be accessible to all members of the planning profession in Saskatchewan, including students, academics, and practitioners. The committee shall include representation from a diverse range of groups, such as gender, race, sexual orientation, ability, and cultural background. The committee membership shall include representation from the following groups in Saskatchewan:



- a. Racialized groups
- b. LGBTQ2+ persons
- c. Persons living with differing abilities
- d. Women
- e. Indigenous peoples

4. Meetings:

The committee shall (as determined by the committee) meet regularly in Saskatchewan and document its activities. Meetings of the committee can be held in-person or remotely. The committee shall maintain an open-door policy to encourage participation from all members of the planning profession in Saskatchewan.

5. Reporting and Communication:

The committee shall submit annual reports to the Council of Directors of the Saskatchewan Professional Planning Institute highlighting the progress made towards achieving the goals and objectives set out in the terms of reference. The committee shall also communicate with members of the planning profession in Saskatchewan through regular updates and reports, newsletters, websites and social media input.

6. Other:

The committee may also perform any other duties as assigned by the Saskatchewan Professional Planning Institute Council.