

## **DIVERSITY AND INCLUSION COMMITTEE**

### [Updated Terms of Reference](#)

#### **PURPOSE**

The APEGNB is committed to fostering a culture of equity, diversity and inclusion within our professions as we work to protect the public interest. Together, we share responsibility for creating a sustainable, equal-opportunity environment where everyone can achieve their full academic and professional potential.

The Diversity and Inclusion Committee supports APEGNB by:

- promoting the importance of diversity and inclusion in the professions to better serve the public,
- promoting women in engineering in support of Engineers Canada 30by30 goal, and
- planning and delivering inclusive outreach activities that promote engineering and geoscience as attainable professions that New Brunswick students can pursue.

#### **COMPOSITION**

The Committee shall consist of eight members, to be approved by Council.

Committee members will reflect the diversity of the association's registrants by representing:

- both professions (P.Eng. and P.Geo.),
- both of New Brunswick's official languages (French and English), and
- a diversity of backgrounds with respect to (BUT NOT LIMITED to): ethnicity, gender, age, type of practice, and educational background.

Committee members shall be appointed by Council for a 3-year term with the potential of being reappointed twice, to a maximum of nine years. Committee members shall then select two individuals to serve as Chair and Vice-Chair.

The Committee shall meet quarterly or more frequently as required, taking advantage of technology to facilitate meetings.

#### **DUTIES / GOALS**

The Diversity and Inclusion Committee shall:

- Identify opportunities for NB students from diverse backgrounds to discover the value of pursuing engineering and/or geoscience after completing high school.
- Engage and support the university community in promoting the value of pursuing professional registration upon graduation.
- Promote diversity and inclusiveness within the professions.
- Submit an annual report to the membership and updates as requested by Council.