

Terms of Reference for Presidential & Provostial Task Force on Community Healing, Rebuilding and Belonging (CHRB)

Mandate

- 1) The Task Force will engage the Carleton community to identify and evaluate situations, developments, perceptions, and processes that undermine collegiality, safety, and belonging for all members of the Carleton University community in the context of teaching, learning, research and creative activity, and extra-curricular experiences. These will include, but are not limited to, concerns about anti-Indigenous racism, anti-Black racism, Antisemitism, Islamophobia, homophobia, and transphobia.
- 2) Drawing on the essence of institutional purpose and values as enshrined in the University Act, University policies and guidelines, federal and provincial law and human rights codes, and national and international good practice, the Task Force will submit a report to the President and Provost by April 30, 2026, containing feasible and actionable recommendations for
 - a. (re)building and/or sustaining a safe, equitable, and inclusive environment that is conducive for pursuing Carleton University's mission and vision for *inclusive impact and prominence, together*; and
 - b. fostering a campus community culture in which we collectively uphold mutually reinforcing obligations to our values, including academic freedom and freedom of expression; critical and robust engagement with issues; respect for diversity of opinions and perspectives; civility, belonging, and mutual flourishing; and institutional non-partisanship.
- 3) In undertaking its mandate, the Task Force may consult with experts and organizations internal and external to Carleton and may establish sub-committees as necessary.

Composition

The Task Force will be made up of 11 members, comprised of a representative group of constituencies at Carleton, and a Chair. The composition will be as follows:

- Chair (appointed by the President and Provost)
- 1 faculty member or librarian (appointed by CUASA)
- 1 member of the professional/administrative staff (appointed by CUPE)
- 1 graduate student (appointed by GSA Carleton)
- 1 undergraduate student (appointed by CUSA)
- 1 member of Senate (appointed by Senate Executive Committee)
- 1 member of the Board of Governors (appointed by Executive Committee of the Board)
- 5 Associate Deans with responsibility for Equity, Diversity and Inclusion or faculty members (appointed by their respective Deans)

The President may appoint additional members as necessary to enable the Task Force to deliver on its mandate.

Tenure

The Task Force will conduct its work between November 1, 2025 and April 30, 2026

Quorum

Quorum shall be the Chair plus five members

Support and Guidance

Administrative and Professional

The Task Force will be supported in its work by administrative and professional staff appointed by the Office of the Provost and Vice-President (Academic) and Department of University Communications.

Indigenous Elders

The Task Force will draw on the counsel of Indigenous Elders to incorporate Indigenous ways of facilitating the process, generating consensus, enabling healing and reconciliation, and building community.