

Terms of Reference

Provost's Advisory Committee – Gender and Sexual Diversity

Context

The Provost's Advisory Committee on Gender and Sexual Diversity (PAC-GSD) is a forum supported by the university's administration that assists the institution in creating a community that embraces gender and sexual diversity. It works to ensure equitable, respectful, and inclusive treatment for all members by proactively addressing intersectional issues related to gender and sexual diversity within and surrounding the campus community, including students, faculty, staff, and visitors.

The PAC-GSD's work fits strongly within our university's landscape of related priorities. Actions are being undertaken as part of USask's Equity, Diversity and Inclusion (EDI) commitments including implementation of the EDI policy and EDI Framework for Action, as well as anti-racism and anti-oppression initiatives. In addition, the University's priorities for Indigenous strategy are articulated in *ohpahotân | oohpaahotaan*.

Principles

The principles inspiring the work of the PAC-GSD at USask are adopted directly from the university's Equity, Diversity, and Inclusion Policy.

Mindful of the USask EDI policy, the work of the PAC-GSD supports "the university community in bringing to life the principles of diversity, equality, human dignity, and *manācihitowin* and reflecting them back in our daily interactions and decisions. The university believes equity, diversity, inclusion, and a sense of belonging strengthen the community and enhance excellence, innovation, and creativity in all domains." (USask EDI Policy)

Bringing greater depth, the work of the PAC-GSD will embody the principles set out by aiming to:

- work to increase the visibility and amplify the voices of the diverse gender and sexual groups in the campus community – more specifically, affirming those who have not been equitably represented within the dominant culture of our community. This includes - but is not limited to – Two-Spirit people, transgender and nonbinary people, lesbian women, gay men, bisexual, pansexual, asexual, intersex, queer, and questioning people.
- actively promote knowledge and awareness of gender and sexual diversity through informative educational events.
- provide clear, practical policy and procedural advice to the Provost and the University administration on issues relating to gender and sexual diversity as they affect the campus community.

Purpose

The PAC-GSD provides advice to the Provost and Vice-President Academic regarding:

- the University of Saskatchewan's commitments to the diversity of sexual and gender identities, expressions, and representations within the campus community.
- promoting gender and sexual diversity at the University of Saskatchewan by addressing and countering the harmful impact of [homophobia, transphobia, biphobia, heterosexism, cissexism, and heteronormativity](#) on the campus community.

- recognizing the intersections of colonialism, racism, ableism, and other structures of oppression as they intersect with gender and sexuality.

The PAC-GSD identifies meaningful ways to engage gender and sexual diverse leaders and members of community organizations in discussions about the implementation of the values of this advisory committee at USask.

The Provost and Vice-President Academic and designates are responsible for helping to identify pathways through which the PAC-GSD provides input on policy, practices, and initiatives where the voices of gender and sexual diverse faculty, staff, and students are essential and have historically been absent.

Membership

- Co-chairs: Deputy Provost (Ex Officio)
Member of the PAC-GSD (selected by the members of the PAC-GSD)
- Two faculty members appointed by the Provost
- Two staff members appointed by the Provost
- One Dean or Executive Director appointed by the Provost
- Equity, Diversity, and Inclusion Project Specialist from the Provost's Portfolio
- USSU Pride Centre Coordinator
- USSU Vice-President Student Affairs
- GSA Vice-President Academic and Student Affairs

By design, the membership of the PAC-GSD is diverse in university role (faculty, staff, student, senior leader). In addition, and whenever feasible, members will be drawn from range of colleges and administrative service units with consideration given to amplifying diverse identities.

Members of PAC-GSD are responsible for attending and participating in meetings and for sharing information with their own localized university stakeholder groups with a view to keeping others informed.

Membership will normally be for a two-year period except for elected student members whose terms will normally be for one year. The Provost and Vice-President Academic may choose to reinstate members to serve additional terms. In those cases where a member is unable to fulfill the full length of their term for any reason, the member can resign and the co-chairs will seek a replacement.

In addition to the core membership identified above, the PAC-GSD will, as it sees fit, engage other members of the USask community or members of the external community to aid in its work. This may include but is not limited to resource people from across the university and members of USask senior leadership.

Meetings

The PAC-GSD will meet a minimum of once per academic term in fall and winter. The co-chairs will prepare and circulate an agenda ahead of each meeting. The Deputy Provost will provide administrative support to organize the meetings and take notes at each gathering.

Reporting

The PAC-GSD will provide a written update on activities and progress to the Provost and Vice President Academic no less than once per year. The Provost and Vice-President Academic and designates will help identify mechanisms through which the broader university will receive information or have access to updates on the work of the PAC-GSD.

Review of Advisory Committee

Recognizing the evolving context of governance and structures at the University of Saskatchewan and the link this committee has to an externally-designed charter, the Provost reserves the right to review the committee terms – including membership, structure and mandate – on a regular basis to ensure the committee is aligned with the needs of the Provost at the time of the review. It would be expected that the terms would normally be reviewed at least every three years and formally renewed every six years.

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Approved by the Provost and Vice-President Academic: 1 May 2026