

UVic Women in Economics Affinity Group

TERMS OF REFERENCE

April 20, 2016

This Terms of Reference will determine the scope of the Women in Economics Affinity Group (Group)'s responsibilities as well as the responsibilities of each individual member.

The Terms of Reference for the Group is as follows:

Name:

UVic Women in Economics Affinity Group

Purpose:

Through its partnership with UVic, the group is interested in supporting women in their pursuit of higher education and/or a career in the economics field through mentorship, networking and through funding opportunities (e.g. scholarship).

Members/Composition:

UVic alumni, current UVic students, UVic Development Office staff and UVic faculty, and women economists who are not UVic alumni but have an interest in supporting women in the economics field. Although the primary purpose of the Women in Economics Affinity Group is to support women, it will not exclude men who wish to support the group's activities.

Formation Details:

- Dr. Judith Clark, a professor in the Department of Economics at UVic was one of the first to raise the issue of low enrolment of women in economics at the graduate level and the impact this can have on a woman's ability to progress as an economist in the workforce.
- Dr. Catherine Krull, Dean of the Faculty of Social Sciences (UVic) met with a number of alumni in 2014-15 who expressed an interest in supporting women in economics through potential mentorship, a scholarship for an undergraduate student pursuing a graduate degree and through networking.
- In February 2016 a meeting was held to discuss how a Women in Economics Affinity group could support women in their pursuit of higher education and/or a career in the economics field – initial ideas included mentorship, speaking opportunities, lunch and learns, scholarship opportunities – and a potential partnership with the Economics Alumni Network to streamline efforts. Attendees included Dean Krull, Ms Brenda Eaton and Ms Jennifer Davison (alumni), Dr Graham Voss (Acting Chair of the Department of Economics) and Dr Linda Welling (Professor, UVic Department of Economics)

- Ms. Jennifer Davison sent an email to fellow economists to participate in a general discussion on March 10, 2016 in Victoria. Thirteen women attended – the meeting was led by Ms. Jennifer Davison and Ms. Brenda Eaton.

Goals:

1. Networking
2. Mentoring
3. Fund raising

Deliverables:

- 1) Create opportunities for mentorship for:
 - a. Current UVic students interested in pursuing a career as an economist
 - b. Members of the UVic Women in Economics affinity group interested in progressing in their careers
- 2) Provide funding opportunities to encourage more women to pursue a graduate level education in economics through:
 - a. An endowment that will provide an annual award in perpetuity
- 3) Establish networking opportunities to strengthen relationship between members, Social Sciences, the Department of Economics and professional economists.
- 4) Engage women in the community including secondary students and in the public service.

At the inaugural meeting of the Affinity Group, a wide variety of ideas surfaced, including those listed above, but also including outreach to high school students and options for a focus on an international student network.

Numbers 1 to 4 above represent the Co-Chairs and University support staff suggestions about where to begin, but the Group will determine its priority actions and projects.

Resources and Budget:

Social Sciences Staff liaison

Development Office Staff liaison

Budget:

- Funding opportunities through the Department of Economics
- Funding opportunities through the Faculty of Social Sciences
- Funding opportunities through UVic Development and Alumni Relations Office
- Funding opportunities through the UVic Alumni Association

Governance:

An executive for the Group will be created to manage ongoing activities of the Group. This executive will be structured similar to the current structure of the Economics Alumni Network Council in the following way:

For the first year:

- Chair/co-Chair

- Secretary
- UVic representative
- Department representative

After the first year, the Executive will be expanded to include the following:

- Co-op representative
- Economics Course Union representative
- Communications Coordinator
- Mentorship Coordinator
- Events Coordinator
- Outreach Coordinator
- Representative to sit on Economics Alumni Network Council
- Representative of Economics Alumni Network Council

Communications:

How do members communicate within the Group?

How do members communicate outside the Group?

The Group will report to UVic through Alumni and Development officers.

Relationships to other groups:

The Group will have a strong connection to the Economics Alumni Network Council by each group having a representative sit on the respective Executive.