

Policy Manual

Operational Policy

Operational Policy 27 (OP-27): Equity Committee Terms of Reference

Adopted by: Board of Directors
Adopted on: December 3, 2013
Amended by: Board of Directors
Amended on: April 17, 2018

Summary:

The Equity Committee organizes activities to raise awareness, address, and celebrate successes in overcoming, the structural and systemic oppression of marginalized groups in society.

This policy outlines the operation of the Equity Committee in fulfilling its responsibilities as described in Bylaw IV, Section 6, Sub-section e).

Policy:

- I. The Equity Committee shall:
 - a. Develop for recommendation to the Board of Directors no later than July 15 an annual Equity Plan, which shall include recommendations for:
 - i. Activities to address equity for Indigenous people;
 - ii. Activities to address equity for women;
 - iii. Activities to address equity for visible minorities/racialized people;
 - iv. Activities to address equity for LGBTQ+ people;
 - v. Activities to address equity for poor/working class people;
 - vi. Activities to address equity for other systemically marginalized groups in society;
 - vii. Participation in equity campaigns of coalition partners;
 - b. Coordinate and report to the Board of Directors on the implementation of all aspects of the Equity Plan;
- II. The membership of the Equity Committee shall be as described in Bylaw IV. 6. e) ii.