

Learner Diversity & Equity Committee

Frame of Reference

1. General Directive

Learner Diversity and Equity Committee is committed to:

1. respect for diversity, which is
 - a) adhering to beliefs and practices that demonstrate acceptance
 - b) understanding, accepting, and respecting differences in people and their unique circumstances
 - c) recognizing differences as positive attributes around which to build educational experiences and
 - d) recognizing the complex and changing nature of individual identities
2. equity, which is
 - a) treating all people with fairness and justice
 - b) ensuring that each person has equitable opportunity to reach their full potential and
 - c) ensuring the inclusion and fair treatment of oppressed and marginalized individuals and groups

The Learner Diversity and Equity Committee shall be responsible for the study and advocacy of diversity and equity issues within Local 38 with an emphasis on enhancing teacher awareness, capacity and practice. This work will be completed through the creation of networks of support and the coordination of efforts of provincial and local organizations/associations to advance the commitments mentioned above.

2. Membership

- 2.1 One member of Executive
- 2.2 Six members at large
- 2.3 Provincial ATA representative (non-voting)
- 2.4 One Communications Committee Liaison (voting).

3. Elections

- 3.1 The Executive member shall be appointed by the Executive Committee in even numbered years.
- 3.2 Three members at large shall be elected or ratified by the Council of School Representatives in odd numbered years.
- 3.3 Three members at large shall be elected or ratified by the Council of School Representatives in even numbered years.
- 3.4 A member at large shall be elected as Chair by and from within the committee, at the first meeting of the school year.

4. Tenure

- 4.1 All members shall serve for two-year renewable terms.
- 4.2 The Chair will be elected by the committee annually.

5. Duties and Responsibilities

- 5.1 At the initial meeting of the new school year, the committee shall review the Frame of Reference.
- 5.2 Identify the gaps in knowledge and practice around diversity and equity.
- 5.3 Discuss the structural barriers that prevent professionals from enhancing their practice.
- 5.4 Facilitate an awareness of a variety of issues around diversity and equity.
- 5.5 Coordinate the efforts of the provincial Association, the Local, the CBE, and other organizations and associations in advancing efforts of improving diversity and equity.
- 5.6 Create networks of support as needed.
- 5.7 Identify the recipient of the John Laurie Scholarship following the guidelines and selection criteria.
- 5.8 Identify the recipient of the 2SLGBTQQIA+ Scholarship following the guidelines and selection criteria.
- 5.9 Identify the recipient of the Black Canadian Scholarship following the guidelines and selection criteria.
- 5.10 The Local 38 Teacher GSA be an official sub-committee of LDEC.
- 5.11 The Antiracist Teachers' Network be an official subcommittee of LDEC.

6. Meetings

- 6.1 The Chair shall convene committee meetings.
- 6.2 This committee shall meet not less than six times per year.
- 6.3 Should a member miss three meetings within one school year without reasonable cause, a motion to declare the position open for election shall be placed on the agenda of the meeting following the third absence.

7. Quorum

Quorum for this committee shall be four members.

Ratified by CSR 2012 April 11.

Ratified with amendments by CSR 2013 January 16.

Ratified with amendments by CSR 2016 December 7.

Ratified with amendments by CSR 2018 June 6.

Ratified with amendments by CSR 2021 Feb 3.

Ratified with amendments by CSR 2021 November 3.

Ratified with amendments by CSR 2022 November 2.

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