

Diversity, Equity and Human Rights Committee

Frame of Reference



1. General Directive

Diversity, Equity and Human Rights 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 Diversity, Equity and Human Rights Committee shall be responsible for the study and advocacy of diversity, equity and human rights 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 The Committee Chair elected by the general membership
- 2.2 Eight members-at-large
 - 2.2.1 One member to serve as the TGSA Liaison
 - 2.2.2 One member to serve as the ATN Liaison
- 2.3 One Communications Committee Liaison (voting)

3. Elections

- 3.1 Four members-at-large shall be elected or ratified by the Council of School Representatives in odd numbered years.
- 3.2 Four members-at-large shall be elected or ratified by the Council of School Representatives in even numbered years.
- 3.3 A member-at-large shall be elected by and from within the committee as the Local 38 Teacher GSA Liaison at the first meeting of the school year.

- 3.4 A member-at-large shall be elected by and from within the committee as the Antiracist Teachers' Network Liaison at the first meeting of the school year.

4. Tenure

- 4.1 All members-at-large shall serve for two-year renewable terms.

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, equity and human rights.
- 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, equity and human rights.
- 5.5 Coordinate the efforts of the provincial Association, the Local, the CBE, and other organizations and associations in advancing efforts of improving diversity, equity and human rights.
- 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.

6. Committees

- 6.1 The Local 38 Teacher GSA (TGSA) is a subcommittee of DEHR.
 - 6.1.1 The duties and responsibilities of the TGSA are outlined in the subcommittee Frame of Reference.
- 6.2 The Anti-Racist Teachers' Network is a subcommittee of DEHR.
 - 6.2.1 The duties and responsibilities of the ATN are outlined in the subcommittee Frame of Reference.
- 6.3 The Anti-Racist Teachers' Network Planning Team (ATNPT) is a subcommittee of DEHR.
 - 6.3.1 The ATNPT shall be comprised of six (6) members, appointed by DEHR from the membership of the ATN.
 - 6.3.2 Members of the ATN wishing to be appointed to the ATNPT shall make application to DEHR upon a vacancy on the ATNPT.
 - 6.3.2.1 DEHR shall determine the term of the appointment of each ATNPT member, up to a maximum term of two (2) calendar years. Members may be reappointed to a new term by DEHR at their discretion.

- 6.3.2.2 The selection criteria shall be determined by DEHR and may change from time to time.
- 6.3.3 The ATNPT Lead shall be elected by and from within the membership of the ATNPT at the first meeting of the school year.
- 6.3.4 The purpose of the ATNPT shall be to identify the projects and activities that will occur that year in accordance with identified needs, and to provide leadership to the members of the ATN.
- 6.3.5 Meetings of the ATNPT shall be convened at the call of the DEHR ATN Liaison.
- 6.3.6 Meetings of the ATNPT shall be subject to honoraria for members on the same basis as described in Local policy 4.B.5 and 4.B.6
- 6.3.7 Minutes of the ATNPT meetings shall be taken and submitted to DEHR for review at their next regular meeting.
- 6.3.8 Quorum for ATNPT meetings shall be four (4) members.

7. Meetings

- 7.1 The Chair shall convene committee meetings.
- 7.2 This committee shall meet not less than six times per year.
- 7.3 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.

8. Quorum

Quorum for this committee shall be five 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.
Ratified with amendments by CSR 2023 November 1.
Ratified with amendments by CSR 2024 June 5.

/mjh

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