

Policy: Board Equity Committee – Terms of Reference	Policy # 5.04
Article : Board Committees	
Created: November 2016	Last Revised: May 2018
<p>PURPOSE: To outline the terms of reference for the Board’s standing committee on Equity.</p> <p>POLICY:</p> <p>Committee Purpose</p> <ul style="list-style-type: none"> • The committee will act as a forum to provide non-binding advice to the Board of Directors through identification of equity related issues, barriers and perspectives. • To recommend effective and measurable equity related goals and objectives for inclusion of all members, and any other mandates assigned by the Board of Directors. • To regularly report to the Board of Directors, through the Board Liaison, stating goals, objectives, work plans and budget expenditures, and committee progress attained. <p>Committee Membership</p> <ul style="list-style-type: none"> • The Board will appoint seven (7) from AMAPCEO’s general membership, striving to reflect the spectrum of diversity from each of the following Caucuses and Circles: Asian, Arab and Latino; Black; Disability; Francophone; Indigenous Circle; LGBTQ+, and Women. • Each of these seven (7) appointees from will be known as Caucus or Circle Chair. • Each Caucus or Circle may appoint a Vice-Chair, who if necessary may attend the Equity Committee meeting in the absence of the Caucus or Circle Chair. • The Board of Directors will appoint, from among its members, up to two liaisons to the committee, and at least one of whom shall function as Chair of the committee. • Staff advisors will be assigned as required. <p>Specific Role of the Committee</p> <p>The Committee shall undertake the following activities:</p> <ul style="list-style-type: none"> • Increase awareness and understanding of equity and inclusion in AMAPCEO by: <ul style="list-style-type: none"> ○ Identifying barriers and perspectives that could undermine equity and inclusion and that might be addressed by the union through policy and/or other actions. ○ Recommending the development of educational materials, resources, and campaigns in effort to deepen awareness of equity and inclusion. • Bring together a broad group of grassroots members to increase the spaces available for equity seeking groups’ participation in the union. • Encourage networking and partnering with other equity-seeking groups. 	

- Encourage and support safe spaces for all AMAPCEO members.
- Encourage and promote the participation of members from equity-seeking groups within activist roles in AMAPCEO.
- Provide a forum for AMAPCEO to seek input and reactions on equity and inclusion initiatives.
Each of the seven (7) Caucuses or Circle shall appoint their Chair or Vice-Chair as Caucus or Circle representative to the Activists & Leaders (ALF) Forum.
- Each of the seven (7) Caucuses or Circle shall be represented at the Delegates Conference by either their Chair or Vice Chair. Should neither the Chair or Vice-Chair be an elected Delegate, one shall be appointed as a Delegate-at-Large.