

**Elk Island Local No. 28, A.T.A.**  
**Diversity, Equity, Human Rights (DEHR) Committee**  
**FRAME OF REFERENCE**

**2017**

## **1. General Directive**

The 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
  - d) recognizing the complex and changing nature of individual identities
  - e) recognizing ourselves as allies to those culturally and socially different
2. equity, which is
  - a) treating all people with fairness and justice
  - b) ensuring that each person has equitable opportunity to reach his or her 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 28 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**

One member of the Local Executive

2.2 Members of Elk Island Local at large that shall be no fewer than 5 and no more than 15 unless approved by the Local Executive

2.3 may include a member of the PD committee

2.4 may include a member of the classified staff of EIPS

2.5 may include a member of the Board of EIPS

2.6 may include a member of the Council of School Chairs of EIPS

2.7 may include the district FNMI consultant

## **3. Elections**

3.1 The Chair will be elected by the committee.

## **4. Tenure**

4.1 All members shall serve for one year renewable terms.

4.2 The Chair will be elected by the committee annually.

## **5. Duties and Responsibilities**

5.1 To identify the gaps in knowledge and practice around diversity and equity.

5.2 To discuss the structural barriers that prevent professionals from enhancing their practice.

5.3 To facilitate an awareness of a variety of issues around diversity and equity.

5.4 To coordinate the efforts of the provincial Association, the Local, EIPS, and other organizations and associations in advancing efforts of improving diversity and equity.

5.5 To create networks of support as needed.

## **6. Meetings**

6.1 The Chair shall convene committee meetings.

6.2 This committee shall meet not less than three times per year.

6.3 Should a member miss three meetings within one school year without reasonable cause that position shall be declared open

## **7. Quorum**

7.1 The quorum for this committee shall be 25% of the committee members.

**APPROVED AT THE MARCH 21, 2017 LC MEETING**