

Equity Ad Hoc Board Committee Terms of Reference

Purpose:

The Equity Ad Hoc Board Committee is an ad hoc committee established by the Board for the purpose of examining the practices of the District to determine the extent to which equitable opportunities are being provided for students and staff.

Deliverables:

To make recommendations to the Board that foster equity within the district via:

- Support for minoritized communities - maintain the word “minoritized” instead of inserting Equity-seeking group
- Human Resource allocations
- Programming
- The distribution of financial resources
- Provide budget recommendations to the Board annually by February

Membership:

- Two trustees
- Superintendent or designate
- Three school administrators, one each from elementary, middle and high school
- Three representatives from the Greater Victoria Teachers’ Association
- One representative from the Canadian Union of Public Employees Local382
- One representative from the Canadian Union of Public Employees Local947
- One representative from the Allied Specialists’ Association
- One representative from the Victoria Confederation of Parent Advisory Councils
- One representative from each of the Esquimalt and Songhees Nations
- Two student representatives from the Representative Advisory Council of Students

Timeline:

- The Committee shall review its T.O.R. each June and make a recommendation to the Board on the continuation of the committee in the following school year.

Voting:

- It is expected that the committee will use a consensus model for decision making. When this is not possible, decisions will be made by a majority vote.

Procedural Note:

- It is anticipated that the committee will liaise with other committees to inform the work of these committees, including allocations working group.
- The committee will be able to seek information from district staff and outside sources as determined by the committee.
- The committee meetings times and locations will be posted on the District website.
- Meetings summaries will be posted to the district website.
- The public is welcome to attend meetings.

Date adopted: October 24, 2016
Revised: June 26, 2017 (by Board motion)
Revised: April 23, 2019