



VCCFA

January 2023

Terms of Reference: Anti-Racism Advisory Committee

PURPOSE

This Committee shall advise the VCCFA Executive, and through the Executive the VCCFA membership, on issues and problems within the VCC workplace that have or involve demonstrable or implicit evidence or characteristics of racism. These include what is often referred to as structural or institutional racism. The Committee's advice may include recommendations for dealing with such matters. The Committee may also advise the Executive on improvements to the VCCFA Constitution and Bylaws, to the Collective Agreement and to College Policies that should be sought.

CONTEXT

This Committee operates under the terms of the VCCFA Constitution and Bylaws. As such, it is advisory to the Executive and shall only have such authority as described within these terms or that the Executive decides to grant.

It must also work within structures and procedures created to determine and operationalize the Collective Agreement* and College Policies**. There are also structures and procedures created within the union and within the college to deal with matters related to anti-racism work in areas such as Human Rights and Indigenization which the Committee shall be aware of and whose work the Committee shall seek to complement.

The Committee's primary focus should be on matters within the VCC workplace but from time to time it may wish to advise on community or societal matters that it feels the VCCFA should be either aware of or participating in.

*Examples of Collective Agreement provisions include Article 23 Human Rights and Article 24 ...Harassment

**Examples of College policy include Policy A.3.1 Prevention of Harassment, Discrimination and Bullying and A.3.6 Standards of Conduct...

REPORTING

The Committee shall report regularly to the VCCFA Executive and at least once a year have the Executive pass on its approved report to the general membership.



COMPOSITION

The Executive shall call for volunteers to commit as Committee members for up to two years. This call will normally be made in the May-June period for appointments to begin the following September. Reasonable efforts shall be made to ensure representation of the various VCC campuses. Members may be re-appointed. The VCCFA President, or delegate, shall be an ex-officio member. The Committee may choose a chair from amongst its members.

QUORUM

Two members.

FUNDS

As allocated through the annual VCCFA budget, an amount shall be available for the Committee's use. Requests for expenditures from that amount shall be subject to VCCFA Executive approval as per procedures set by the Treasurer.