

## VCCFA

October 2025

### Terms of Reference: Anti-Racism Committee

#### PURPOSE

The Anti-Racism Committee aims to address systemic racism, and support marginalized communities, particularly Black, Indigenous, and People of Colour, who are members of the VCCFA.

#### CONTEXT

This Committee operates under the terms of the VCCFA Constitution and Bylaws. It must also work within structures and procedures created to determine and operationalize the Collective Agreement and College Policies which deal with matters related to anti-racism work in areas such as Human Rights and Indigenization. The Committee shall be aware of and shall seek to complement/be guided by these structures and policies along with other related documents (UNDRIP, TRC calls to action).

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 Faculty Association, 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...

#### OBJECTIVES

The Anti-Racism Committee (ARC) works to apply an anti-racist and anti-oppressive lens to all aspects of the VCC Faculty Association's work. The Committee consists of two sub-groups:

- Advisory Group
- Action Group

The Committee's work prioritizes the interests of Black, Indigenous, and People of Colour (BIPOC), as well as other marginalized and equity-deserving groups.

The Committee's approach is grounded in intersectionality through an anti-racism lens. While anti-racism is our primary focus, we recognize that systems of oppression are interconnected and strive to address these connections in all our work.

## **QUORUM**

Four members

## **COMPOSITION**

The Executive shall call for 7 volunteers to commit as Committee members for up to two years and will also have an Executive Liaison. Reasonable efforts shall be made to ensure representation of the various VCC campuses.

## **REPORTING**

The Committee will:

- Provide regular updates to the VCCFA Executive via the Executive Liaison who is a member of the executive and reports regularly on the work of the committee.
- Report at VCCFA meetings to ensure transparency and engagement.
- Submit an approved report for distribution to the general membership annually.

## **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.

## **APPROVAL**

This version of these terms of reference has been approved by:

The VCCFA Executive.

## **Version History:**

<b>Version</b>	<b>Date</b>	<b>Description of Change</b>	<b>Approved By</b>
1.0	January 2023	Initial Draft	VCCFA Executive
2.0	October 2025	Full Review and Alignment	