

## George Brown College Anti-Racism Advisory Committee Framework

### *Background*

All members of the George Brown College community have a right to study and work in an environment that demonstrates professionalism and values diversity, equity and inclusion. Cultivating an inclusive environment and successfully meeting learning and organizational outcomes in cross-cultural situations requires more than recognizing and understanding our biases; it requires being able to harness different perspectives, as well as the ability to recognize and respond to our diversity, and to make better decisions based on that understanding.

At George Brown College, diversity is our strength. We acknowledge the complexity of our visible and invisible differences, including how the historical treatment of these differences has shaped people's experiences. We respond to this knowledge by inviting diverse people to the discussion tables to take part in planning and building toward a shared goal.

The college expressly recognizes and commits to addressing the racism experienced by Black, Indigenous and racialized people through initiatives that will promote a high level of inclusion and organizational cultural competence and that will allow our diverse community members to learn and work in a safe and equitable environment. This commitment complements the college's response to the findings of the Truth and Reconciliation Commission, which aims to address the historic and systemic barriers faced by Indigenous community members.

The college has established two departments focused on understanding the experience of racialized community members and fostering cultural competence across the organization: the Office of Indigenous Initiatives and the Office of Anti-Racism, Equity and Human Rights Services. The Office of Indigenous Initiatives will release a separate Terms of Reference for the college's Indigenous Advisory Committee.

The college recognizes that a key step toward eliminating racism in education and employment is to establish an anti-racist environment. Our Governors, our President and managers at all levels must support this strategy. We also expect our advisory board members, union leadership and student leaders to support this strategy. Together, we aim to develop and implement anti-racist policies, practices and programs in support of an equitable and safe working and learning environment.

### **Mandate the Office of Anti-Racism, Equity and Human Rights Services**

The Office of Anti-Racism, Equity and Human Rights Services (OAREHRS) supports anti-racism practices and processes throughout the college's curriculum and

organizational practices through evidence-based curricular and service consultation. OAREHRS partners with the Office of Indigenous Initiatives and other college stakeholders (including students, employees, contractors, visitors and volunteers) to promote a college campus that is free of discrimination and harassment based on race, ancestry, place of origin, colour, ethnic origin, sexual orientation, citizenship and/or creed (faith), and as they intersect with other social identities and lived experiences.

## Anti-Racism & Equity Advisory Committee

The Anti-Racism and Equity Advisory Committee provides advice to the OAREHRS on anti-racism practices and processes and cultural diversity throughout the college. The purpose of the Advisory Committee is to provide a breadth of knowledge and expertise related to anti-racism and cultural diversity that will support the OAREHRS to meet its mandate, both inside and outside the classroom.

The Advisory Committee identifies systemic issues related to anti-racism and cultural diversity in the college community; provides feedback on the impact of college policies and programs in relation to these matters; and ensures engagement with key stakeholder communities. Feedback from the committee will be shared with the President of the college through quarterly meetings.

### *Terms of Reference*

#### Core Functions:

- Consults with the Director, Anti-Racism, Equity and Human Rights on matters related to anti-racism, including:
  - Programming
  - Anti-racism Training for the college community
  - Curriculum development
  - Identifying opportunities to:
    - remove systemic barriers to accessing college programs, services and employment
    - remove language barriers in accessing information
    - identify strategies, tools and actions to combat racism
  - Build community capacity and cultural understanding
- Makes recommendations to the President, or their delegate, the Vice-President, Human Resources and Public Safety and Security, relating to anti-racism

policies, practices, curriculum and assessments, which support the college's community-based initiatives.

- Reviews reports provided by OAREHRS to the President and supports presentation of this report to the Board of Governors.

### ***Subcommittees and Working Groups***

The Anti-Racism & Equity Advisory Committee may form subcommittees and working groups as necessary to address specific issues. These subcommittees and working groups shall draw upon members from the broader College community, as well as a member from the Office of Anti-Racism, Equity and Human Rights Services. The Chair of a subcommittee and/or working group shall be a member of the Anti-Racism & Equity Advisory Committee.

### ***Membership***

#### Divisional Representation

- Academics (7)
- Student Success (3)
- Student Association
  - Director of Education & Equity (1)
  - Manager, Equity and Advocacy (1)
- Human Resources (2)
- Public Safety and Security (1)
- Corporate Functions (2)
- Indigenous Initiatives (2)
- Community Partnerships (1)
- Black Student Success Network (1)

Sponsors of this Advisory committee are VP, Human Resources and Public Safety and Security (VPHRPSS) and the Special Advisor to the President.

Chair: Director, Anti-Racism, Equity and Human Rights Services. Director may delegate to a member of the Anti-Racism & Equity team.

### ***Terms of Service***

Standing Advisory Committee Positions should be reviewed every 2 years.

Continued membership must be reviewed by Vice-President, Human Resources and Public Safety and Security.

### ***Frequency of Meetings***

Meetings should take place at least once per semester. Meetings are closed to encourage frank deliberation and shall be at least once per term at a date and time set by the Director, Anti-Racism, Equity and Human Rights Services in consultation with the Advisory Committee members. The length of meetings may vary depending on the agenda.

- For the first six to 12 months, meetings should occur every two months as the committee builds its foundation and work plan.
- On an ongoing basis, the committee is to meet at least once per semester. Each meeting will record the following:
  - Meeting Minutes
  - Attendee Participation
- Subcommittee Meetings
  - Meetings of subcommittees or working groups that have been formed by the Anti-Racism & Equity Committee may meet at any time and at any location as agreed by the subcommittee members and are in addition to the regular meetings of the Anti-Racism & Equity Advisory Committee.

### ***Remuneration***

- Anti-Racism & Equity Advisory Committee members shall serve without remuneration in money or time. Participation on this committee is without remuneration. That said, Managers will be asked to support employee participants in allowing them the time to attend meetings.

### ***Nomination/Qualifications***

- A college community member who brings understanding, expertise and experience of the principles of anti-Black racism, diversity, inclusion and human rights and who falls within the stipulated areas of representation shown above may be eligible for appointment to the Anti-Racism & Equity Advisory Committee.
- Nominations should be directed to the Sponsors of the Anti-Racism & Equity Advisory Committee.
- Employees and/or students participating on the Anti-Racism Advisory Committee or one of its subcommittees must be in good standing with the college and must conduct themselves in accordance with college-wide policies.

### ***Code of Conduct for Committee Members***

The conduct of Anti-Racism & Equity Advisory Committee members shall be consistent with the following college policies, at minimum:

- Human Rights Discrimination and Harassment
- Sexual Assault and Sexual Violence
- Code of Conduct for Employees

- Prevention of Workplace Violence
- Conflict of Interest
- Privacy Policy
- Freedom of Expression
- Whistleblower Policy

#### *Addressing Adverse Communications/Interactions*

- Adverse communications or interactions will be addressed in consultation with the parties under the college's complainant's resolution process for informal or formal resolution under applicable policy as appropriate based on status with the college.

#### **Definitions**

- Anti-Black racism is the practice of normalizing or making invisible racist practices or policies within the organization, and being unwilling to address the same, when the matter is brought to the attention of a person, or institution.

[TRC and Anti-Racism Consultation Report September 2019](#)