

## 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 Local 382
- One representative from the Canadian Union of Public Employees Local 947
- 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

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