

The members of the Anti-Racism & Indigenous Initiatives Committee are bound by the terms of the UBC Faculty Association and Constitution and Bylaws. These additional terms of reference were approved by the Executive Committee on December 7, 2023 and will be reviewed no later than December 31, 2024.

Mandate

The Anti-Racism and Indigenous Initiatives Committee's duties shall include identifying sources of structural racism, anti-Blackness, and colonialism within policies, procedures, or practices and providing input and recommendations to the Executive Committee on how to reduce and eliminate systemic barriers and other forms of anti-Blackness/anti-Indigenous/racial bias and discrimination. The Committee shall assess how to implement insights or issues arising from anti-racism and Indigenous initiatives such as, but not limited to, reports, strategic plans, and surveys at the University and/or the Faculty Association. The Committee shall also engage in networking, advocacy, and developing educational activities, events, and workshops that promote and advance anti-racism, social justice, reconciliation, and decolonization within the Faculty Association, the University, and the UBC Community more broadly. The Committee will consult with the Equity Committee and/or working groups when appropriate as well as identify possible areas for collaboration. The Committee reports to the Executive and carries out its activities to the approval of the Executive.

Chair of the Committee

The Chair of the Committee will be elected in even numbered years for a two-year term, beginning July 1st following the election. The Chair of the Anti-Racism and Indigenous Initiatives Committee shall be responsible for ensuring the duties of the Anti-Racism and Indigenous Initiatives Committee are carried out in accordance with these Terms of Reference and the Bylaws. The duties of the Chair shall include holding regular meetings; chairing all meetings of the Committee; chairing all meetings of the working groups, unless delegated by the Chair; coordinating the activities of the working groups and seeking agreement from the Executive for substantive activities and actions; coordinating orientations, resources, materials and training for members of the Committee; and reporting on the activities of the Committee to the Executive Committee and in annual reports. The Chair shall forward communication-initiatives or requests for budgetary support to the Faculty Association President/Executive Director for consideration and further approvals, if necessary.

Members of the Committee

At the beginning of an elected term of office, the Chair may make a public call for volunteers to serve on the Committee. The Chair shall attempt to ensure that the Committee has broad representation from all constituent groups across both campuses. The Executive Committee shall be provided with, and approve, the names of the members of the Committee. The Faculty Association President and the Executive Director shall be ex-officio members of the Committee.

Term of Office

Members will normally serve for one year, renewable. Any member of the Committee may resign upon giving written notice thereof to Chair. New members may be added to the Committee at any time upon recommendation of the Chair and ratification by the Executive Committee.

Scope of Duties

- Attend regular committee and working group meetings and meet timelines associated with Committee work.
- Identify sources of structural racism, anti-Blackness, and colonialism within policies, procedures, or practices of the University.
- Provide input and recommendations to the Executive Committee on how to reduce and eliminate systemic barriers and other forms of anti-Blackness/anti-Indigenous/racial bias and discrimination.
- Assess how to implement insights or issues arising from anti-racism and Indigenous initiatives such as, but not limited to, reports, strategic plans, and surveys at the University and/or the Faculty Association.
- Initiate and carry out such research or other activities as may from time to time seem desirable on issues of particular concern to the Committee or working groups. Any data gathered remains the property of the Faculty Association.
- Actively support the planning, implementation, and evaluation of the Committee's activities in carrying out its mandate.
- Contribute to newsletters and other official communications to the membership on its work when asked.
- Assist the Chair in recruiting suitable volunteer members for the Committee.

Conflict of Interest

A conflict of interest is any situation in which there are interests which would be likely to affect, or may reasonably be seen to affect, the impartiality or judgment of a Committee member on a matter involving a member or group of members. Committee members shall be conscious of, and sensitive to, the issues of conflict of interest and apprehension of bias. A Committee member who perceives an issue of possible conflict of interest or apprehension of bias on their own part, or on the part of another member, whether it arises from a personal involvement or through a conflict of commitment, shall raise it. The matter shall be discussed and then resolved by the remaining members of the Committee who may direct the member to be absent from discussion, impose specified limitation on the member's involvement, or conclude that no action needs to be taken.