

Anti-Racist Action Committee (ARAC): Draft Terms of Reference (TOR)

Purpose/Mission

The purpose of the ARAC is to support all members of the Black, Indigenous and People of Colour (BIPOC) communities at Douglas College; to gather and communicate information on racist and racialized experiences at Douglas College; to engage with the Douglas College community and broader Canadian community on issues around racism; and to advocate for the institutionalization of anti-racist practices at Douglas College.

Members

- Two Co-chairs and a secretary treasurer will be elected every two years.
- The two Co-chairs and the Secretary-treasurer will serve two-year terms.
- All committee members (even those currently in the position) may run.
- Members can volunteer to join; ideally at least one representative from each Faculty/area of the DCFA.

Duties

- Co-Chairs will alternate chairing meetings, schedule regular meetings, and report to the EC.
- Secretary-treasurer will organize members to help with meeting notes and have custody of the minutes. They will also prepare and have custody of the financial records of the Committee.
- Members will attend meetings and understand that matter discussed at the meetings are confidential.

Goals/Objectives

To support all members of the BIPOC communities at Douglas College.

- Encourage BIPOC to be on this committee and establish that all actions of the committee will focus on the interests of BIPOC.
- To recognize that an inclusive Douglas College means it is a place that celebrates differences in the classroom, on campus and the greater community.
- Understand each BIPOC community is differently situated in the racial hierarchy and learn and support the differently affected issues.
- Acknowledge the role that Douglas College, as a Post-Secondary Institution, plays in perpetuating structural racism and support best practices for establishing a diverse inclusive College.

To gather and communicate information on racist and racialized experiences at Douglas College

- We believe that Douglas College faculty should reflect the diverse student population. The lack of diverse role models negatively impacts BIPOC students.

- Gather data from the Douglas College community, faculty, students and staff about structural and individual experiences with racism and create support networks for victims of racism
- Communicate attributes of racism, specifically aversive racism within the College. This includes, but is not limited to, the avoidance of racist terminology.
- Encourage research regarding the impact of racism in the Douglas College work and school environments and study best practices for establishing anti-racist environments.

To engage with the Douglas College community and broader Canadian community on issues around racism

- Liaise with other committees and community groups both inside and outside Douglas College and actively examine how disparities and injustices uniquely affect BIPOC.
- Encourage the union to implement anti-racist language in policy and the Collective Agreement.
- Submit a committee update to be included with the DCFA's report to the College Board.
- To become a College community committed to the development and dissemination of anti-racist related information and resources and to the building and supporting of individual, College and community strategies to affectively address racism and related intolerance.

To advocate for the institutionalization of anti-racist practices at Douglas College.

- To advocate for anti-racist practices both at the institutional and individual level at Douglas College
- Advocate for an increase in hiring of diverse faculty, including the addition of BIPOC on hiring committees and other college committees.
- Aim to build a community and lasting solidarity among BIPOC in order to undo Indigenous invisibility, eradicate anti-Blackness, dismantle white supremacy and advance racial justice.
- To call all into racial justice work by cultivating anti-racist analysis, knowledge and practice among the Douglas College community.

Meetings

- The ARAC will meet once a month.

Resources and Budget

- The ARAC will have an annual budget of \$1500 from the DCFA.
- The funds can be used to
 - conduct research on racist and/or inclusive activities in the College community
 - compile data on faculty experience of racialization in the College community
 - support an educational series, or a speaker series and forums/dialogues for the college community as well as the community at large.

Governance

- The committee decisions will be reached by majority vote.
- Quorum consists of 10 members.
- Meetings will occur during the work day.

- Where these Terms of Reference are silent, the Committee will rely on *Robert's Rules of Order* for guidance.

Review

The Terms of Reference will be reviewed before the 2022 AGM and every 5 years thereafter.

Reporting

- A Co-chair will report to the DCFA Executive Council once a semester.
- A Co-Chair will report to the AGM in writing once a year.
- The annual report will include the budget.
- Further communications with the membership/DCFA will be provided as required.