

CUPE Ontario Anti-Racism Organizational Action Plan Committee

Terms of Reference – June 15, 2020

Introduction

The CUPE Ontario Anti-Racism Organizational Action Plan (AROAP) (*also referred to as the Plan*) Committee was established in 2018 in response to resolution 109 calling for a plan to be created to address the systemic underrepresentation and exclusion of Black, racialized and Indigenous members.

1. Purpose of the Committee

The Committee has the mandate to:

- Develop a clear and responsive plan to implement the AROAP (the Plan)
- Assess and evaluate the Plan and its implementation on an ongoing basis
- Report back to the members at various points and in various ways
- Mobilize CUPE members to become aware of, and to support the Plan
- Communicate with CUPE members about the Plan
- Advance the development of an accountability process to the membership
- Advise, and upon request, provide guidance to the CUPE Ontario Executive Board
- Remain aware of and address racism, anti-Black racism and anti-Indigenous racism in our union

2. Committee Composition

The Committee is a combination of a sub-committee of the CUPE Ontario Executive Board, and membership representation. It is composed as follows:

- CUPE Ontario officers – President & Secretary-Treasurer
- AROAP Chair – A Black, Indigenous or Racialized CUPE Ontario Executive Board member
- 3 Equality representatives from the CUPE Ontario Executive Board (must include the Racial Justice Representative, Indigenous Council Representative, and the Human Rights Committee Chair if not otherwise represented) or designate
- 1 Sector representative CUPE Ontario Executive Board
- CUPE Ontario Black, Indigenous or Racialized members selected from the membership as a whole, appointed by the Executive Board. These members will be selected through an application process that takes into consideration equity, sectoral, and regional representation
- 1 additional CUPE Ontario Executive Board member
- CUPE National Ontario Regional Director or designate
- CUPE Ontario and CUPE National staff, as assigned

3. Committee Appointment Timelines

Members of the CUPE Ontario Executive:

- These members will be selected from the members of the CUPE Ontario Executive Board following their election at the CUPE Ontario Convention. Consideration will be given both to consistency and the need for new voices.

Representatives from CUPE Ontario Membership as a whole:

- These members will be recommended for appointment by the Executive Board by a Selection Committee comprised of a total of 3 members of the AROAP Committee, including the representative from the Racial Justice Committee, and the representative from the Indigenous Council. The selection committee will be assisted and supported by staff assigned
- Members selected will serve two-year terms beginning in January 2021

4. Roles, Responsibilities and Supports for Committee Members

- The AROAP Committee members are accountable to the membership of CUPE Ontario and the CUPE Ontario Executive Board. The AROAP Committee will:
- Regularly attend meetings, provide strategic advice and feedback. There will be at least two meetings a year
- Assist in a two-way flow of information between the broader CUPE membership and the Committee
- Participate in relevant training to strengthen the knowledge and skills of Committee members
- Remain apprised of relevant legislation, policies, and community initiatives in order to inform the CUPE Ontario Executive Board
- Facilitate presentations and/or training sessions, including at sector conferences, local meetings and other CUPE Ontario events and conferences to further the implementation of the Plan
- Participate in political action and other activities related to anti-racism including anti-Black racism, anti-Indigenous racism, anti-Islamophobia, anti-Semitism, and anti-white supremacy
- Develop and amend the Plan to better identify and work to dismantle individual and systemic discrimination and racism within our union