

## **Pride Review Ad Hoc Committee Terms of Reference**

### **Name**

The name of the Ad Hoc Committee is the Pride Review Committee.

### **Term of the Ad Hoc Committee**

The work of the Pride Review Committee is set to be completed by the next PSAC 610 Local Annual General Meeting in May 2023, pending successful completion of the Committee's mandate.

### **Mandate and Goals**

The Pride Review Committee is an Ad Hoc Committee of PSAC Local 610.

The mandate of this Ad Hoc Committee is to examine and identify how best to support, incorporate, and represent members who identify as part of the 2SLGBTQIA+ community. Members of the 2SLGBTQIA+ community face adversity, discrimination, and oppression on the basis of their gender identity or expression, sexual orientation, or romantic attraction. This includes homophobia, biphobia, and transphobia, among other issues which may present blatantly or maliciously in some cases, and other times be more subtle such as microaggressions. 2SLGBTQIA+ members may face these adversities from the employer, professors, students, or even other union members. There are also systemic forms of these issues that may impact these members' ability or experience performing their job. Having more supports for our 2SLGBTQIA+ members may include soliciting further feedback from this community, fostering an environment where these members feel supported and are comfortable coming forward when facing these issues, and ensuring all of our members are equipped with the knowledge to identify discriminatory or prejudiced behaviours against 2SLGBTQIA+ individuals.

While there may be overlap between adversities faced by this community and other oppressed groups, there are important issues unique to the 2SLGBTQIA+ community that should be considered and addressed in their own right. This may be accomplished by incorporating 2SLGBTQIA+ members into a current standing Committee, introducing a new standing Committee, or other possibilities. Recommendations for how best to support this community will be made to the executive committee.

The end goal of this Committee is to foster a greater sense of community among members who identify as part of the 2SLGBTQIA+ community. This will include taking an intersectional approach to equity for 2SLGBTQIA+ members, understanding that oppression of this community intersects with other aspects of identity such as gender, race, religion, disability, economic status, and others. This will also include advocating for improved accessibility, resources, and working conditions for such graduate teaching assistants at the University of Western Ontario, while building relationships with organizations in the city of London that have similar mandates of improving equity for 2SLGBTQIA+ individuals in the larger London community.

### **Membership**

This Committee shall be composed of the Chair, Secretary, and up to two (2) representatives from the Gender Equity Committee, if possible. Membership roles can differ from these stated roles at the

discretion of the Chair. Aside from the Gender Equity Committee representatives, Committee membership shall be restricted to individuals who identify as members of the 2SLGBTQIA+ community. The Committee shall have no more than seven (7) members but may vote to raise the membership limit. Events sponsored by the Pride Review Committee will be open to everyone unless specified otherwise.

The responsibilities of the Committee members shall be as follows:

**Chair** - The Chair shall organize meetings and prepare meeting agendas. They shall be the Committee's primary point of contact with the Local's executive committee and other organizations, whether internal or external to the Local and the Public Service Alliance of Canada. The Chair shall be primarily responsible for bringing motions and recommendations arising from the Pride Review Committee to the appropriate Committee organization. The Committee will not be chaired by the PSAC 610 Local's President unless no suitable alternative Chair is proposed.

**Secretary** - The Secretary shall take minutes of Committee meetings and distribute them to the Committee membership. They shall make room reservations when appropriate. The Secretary shall maintain the Committee budget, working with the Local's Finance Chair to reimburse members' expenses.

**Gender Equity Committee Representative** - The Gender Equity Committee representatives shall represent and report back to the Gender Equity Committee. They shall be responsible for communicating suggestions and considerations from the Gender Equity Committee and the members they represent to help the Pride Review Committee make informed and appropriate recommendations.

### **Membership Selection**

The process for Ad Hoc Committee membership selection is specified in the PSAC Local 610 bylaws. Interested members must send an email to the Local's Administration and Internal Communications Chair at [administration@psac610.ca](mailto:administration@psac610.ca) (please cc the office at [psac610@psac610.ca](mailto:psac610@psac610.ca)), indicating (a) their interest to be on the Committee and (b) their faculty of study. When voting on specific positions, all current members and candidates for positions may vote.

### **Meetings and Communications**

Meetings occur every 3 weeks and shall be scheduled according to the schedules of the members. Meetings shall generally be held in the PSAC 610 Union Office, Somerville House Room 1313, but may instead take place online to allow for improved accessibility, as required. Meetings shall generally be scheduled for a period of an hour and a half.

The primary form of communication for the Committee shall be meetings and email.

### **Procedures**

The Committee will proceed under Bourinot's Rules of Order.

**Honoraria**

Small honoraria will be provided to all non-executive members of the Committee, pending the approval of the executive committee of the Local. Pending approval of the budget and under the condition that members must attend at least 3 meetings to be eligible for compensation.