

Pride Ad Hoc Committee Terms of Reference

Name

The name of this committee is the Pride Ad Hoc Committee. The name signals the purpose of this committee which is to promote the fair, equitable, and inclusive treatment of individuals who identify as members of the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, plus (2SLGBTQIA+) community, an equity deserving and often underrepresented group.

Term of the Committee

The work of the Pride Ad Hoc Committee is ongoing, however, pending approval of becoming a standing committee, members of this committee will be elected each year as specified in the PSAC 610 bylaws. Considerations for changing the status of this committee from ad hoc to standing will be put forward for the bylaws recommendations Winter 2024.

Mandate and Goals

The Pride Ad Hoc Committee is a special ad hoc committee of the PSAC Local 610. This Committee falls under the portfolio of the Gender Equity Officer.

The committee's purpose is to promote and protect the interests of those who may experience discrimination, inequality, and/or marginalization based on their identity as members of the LGBTQIA+ community. Members of the 2SLGBTQIA+ community face adversity, discrimination, and oppression based on their gender identity or expression, sexual orientation, and/or romantic attraction. The committee is to advocate for fair working conditions for 2SLGBTQIA+ members of the PSAC 610 Union of Teaching Assistants and Postdoctoral Associates to ensure these working conditions allow for equal opportunity and all individuals to feel safe, respected, heard, and empowered. The committee intends to support 2SLGBTQIA+-informed mobilization and decision making, as well as promote a sense of community among our 2SLGBTQIA+ members. This committee will serve as an accessible point of contact for individuals to voice their interests and concerns, to access assistance and support in navigating 2SLGBTQIA+-related labor issues, and start dialogues concerning 2SLGBTQIA+ discrimination. The committee also aims to build relationships with and to support organizations within and beyond the city of London that have similar mandates for improving equity for 2SLGBTQIA+ individuals.

Membership

This Committee shall be composed of the Chair or a committee member nominated by the Chair and approved through election by the Committee, the Secretary, the Treasurer, a representative from the Gender Equity Committee, and other representatives. Membership roles can differ from these stated roles at the discretion of the Chair. Excluding the Gender Equity Committee representative, committee membership shall be restricted to individuals who identify as members of the 2SLGBTQIA+ community to provide space for these voices to be heard. The Committee shall have no more than seven (7) members but may vote to raise the membership limit. Events sponsored by the Pride Ad Hoc Committee will be open to everyone, but will prioritize the voices of 2SLGBTQIA+ individuals.

The responsibilities of the Committee members shall be as follows:

Chair – The Chair must identify as a member of the 2SLGBTQIA+ community. If the Gender Equity Officer does not identify as a member of the 2SLGBTQIA+ community, or if they choose to pass this responsibility to a member of the committee, the Chair position will be filled through election by the Committee. The Chair shall organize meetings and prepare meeting agendas. They shall be the Committee’s primary point of contact with the Gender Equity Officer (unless the Chair is the Gender Equity Officer) to liaise 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 getting motions and recommendations arising from the Pride Ad Hoc Committee to the appropriate Committee organization, through the Gender Equity Officer (unless the Chair is the Gender Equity Officer).

Secretary - The Secretary shall take minutes of Committee meetings and distribute them to the Committee membership. They shall also make room reservations when appropriate and organize the committee resources.

Treasurer - The Treasurer shall maintain the Committee budget. This person shall be responsible for working with the Local’s Bookkeeper to reimburse member expenses, and they shall prepare a proposed budget for the next year by each December, to be reviewed by the Committee.

Gender Equity Committee representative - The Gender Equity Committee representative 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 Ad Hoc Committee in their mandate, as well as liaise for collaborative projects.

Membership Selection

The process for committee membership selection is specified in the PSAC Local 610 bylaws. Interested members must send an email to the Local’s Gender Equity Officer at genderequitypsac610@gmail.com indicating (a) their interest in being on the Committee and (b) their faculty of study. When voting for specific positions, all current members and candidates for positions may vote.

Meetings and Communications

Meetings occur monthly and shall be scheduled according to the schedules of the members. Meetings shall generally be held remotely via Zoom and shall generally be scheduled for a period of an hour and a half. Meetings may be held in the PSAC 610 Union Office, Somerville House Room 1313. 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 nine (9) meetings to be eligible for compensation, according to section 16.3.