

**York University
Centre for Human Rights
Terms of Reference for
Race Inclusion and Supportive Environments**

**RISE
Race Inclusion and Supportive Environments**

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BACKGROUND

The Centre for Human Rights is embarking on a journey to bring issues of race and racism to the forefront of the conversation on York's campuses. The Antiracism Program has the following objectives:

- Increase education services on topics related to race and racism for York's faculty, staff and students;
- Develop programs which embed equitable practices leading to the elimination of individual racial harassment and removal of systemic barriers;
- Support employee retention efforts by the University and increase access to resources for all employee groups; and
- Establish a pan-university working group that will collaborate with the Centre for Human Rights on race-based initiatives.

With all education programming, the Centre for Human Rights is committed to increasing awareness and developing strategies through an intersectional framework acknowledging that people's social location including sexual orientation, gender identity & expression, abilities, mental health, age, ethnicity, class, and religion among others, have a direct impact on how they experience discrimination and navigate their experiences at York University.

Goal of the program

To increase dialogue and establish practices and programs through an intersectional approach that works towards dismantling individual and systemic racial barriers.

How does the CHR define Anti-racism?

Antiracism is a call to action. It is the active process of identifying and eliminating the structures, practices and attitudes that leads to racial discrimination and harassment. Antiracism programs in education call upon institutions to examine hiring and retention practices, curriculum materials, teaching pedagogy, student engagement and individual attitudes and behaviors in order to embed equitable and accessible resources to increase inclusive environments.

RISE TERMS OF REFERENCE

1. MISSION

The RISE working group aims to foster an inclusive environment with the purpose of working towards the elimination of racism at York University. Recognizing the intersection of race with other personal identities which fall under the protected grounds of the Ontario Human Rights Code including age, ancestry, citizenship, creed (religion), colour, disability, ethnic origin, family status, gender identity (gender expression), marital status, sex (including pregnancy), place of origin, record of offences, receipt of public assistance, sexual orientation, the working group aims to create mechanisms for support and proactive institutional practices to remove barriers and increase access and agency for York's racialized members.

2. INSTITUTIONAL ADVOCACY

2.1. The RISE working group will serve as an institutional advocate to advance respect, equity, diversity and inclusion with a specific focus on systemic and individual experiences of racism.

2.2. Committee members will provide consultations on:

- Policy review and revision
- Program development
- Resources development
- Community engagement initiatives

3. COMMUNITY CONSULTATION

3.1. The RISE working group will operate based on community input and consultation in order to meaningfully engage students, staff and faculty regarding the issues of racism, measures to address anti-racism interventions, training and resources for supporting York's community members. The working group is committed to gathering information and resources to proactively survey the community for their experiences of barriers and successful achievements at York University.

3.2. Community engagement involves targeted yearly roundtables or events, including but not limited to:

- Undergraduate Student Experiences

- Graduate Student Experiences
- Faculty/Staff Experiences
- Academic Administrators and non-Academic Management Experiences

3.3. RISE working group, will liaise with community members to identify barriers, successes, pursue solutions, and report back to the community regarding results, new and on-going initiatives.

4. MEMBERSHIP

4.1. RISE working group is comprised of 15 members, 9 voting and 6 ex officio, including:

4.1.1 Voting Members:

- 2 Co-chairs (one faculty and one student)
- 3 students (at least one of whom is an undergraduate and one a graduate student)
- 4 faculty/staff (with at least one faculty and one staff)

4.1.2 Ex Officio members

- Case Resolution Advisor or Education & Communication Advisor, from the Centre for Human Rights
- YFS Representative
- Representative from the Centre for Aboriginal Student Services (CASS)
- GSA Equity Representative
- Two Union Related Equity Representatives
- York University's Employment Equity Officer

4.2. Membership in the RISE working group is open to all campus community members who demonstrate a commitment to antiracism initiatives.

4.3. The working group strives to reflect the diversity of York University's community, including, but not limited to a diverse representation of self-identified persons with disabilities, as well as diversity in terms of sexuality, gender, race, religion, ethnicity and class. Members are expected to be respectful and aware of the range of experiences of intersected identities.

5. COMMITTEE RESPONSIBILITIES

5.1. The Committee is chaired by a Faculty and Student Co-Chair. The student Co-Chair can be a graduate or undergraduate student.

5.1.1 The Co-Chairs are recommended by the RISE working group via simple majority.

5.1.2 The Faculty Co-Chair is appointed by the President for a two-year term.

5.1.3 The Co-Chairs' responsibilities include:

- Working with the Centre of Human Rights in matters related to the committee
- Coordinating the work of the Committee
- Preparing and distributing the agenda
- Reporting on progress of the Committee's work to PACHR

5.2 Committee members are appointed for:

- A term of one year for students
- A term of two years for staff or faculty

5.2.1 Working group members responsibilities include:

- Prepare for, attend, and participate in meetings
- Chair and/or serve on ad hoc sub-committees

5.2.2 Working group members shall be considered in good standing as long as they are contributing members to the work of the RISE working group. The RISE working group may vote to remove a member by a vote of 2/3 majority at a meeting, with advance notice of at least two weeks.

6. SUB-COMMITTEES

6.1. The working group may strike ad hoc sub-committees to manage specific projects and responsibilities on behalf of RISE working.

6.2. The sub-committees will report regularly to the Co-chairs and the Rise working group.

7. MEETINGS

7.1 The RISE working group meetings are called by the Co-chairs. There are 10 meetings per year. Sub-committees may meet more often.

7.2 There will be a minimum of one meeting during the summer months (June, July, and August) in order to ensure continuity.

7.3. Any member of the RISE working group may ask the Co-chairs to call a meeting, and the Co-chairs will determine whether such a meeting is required.

7.4 A meeting agenda and relevant material will be sent out in advance of the

meeting.

7.5 Carried motions require a simple majority vote of all members in good standing. The Co-chairs will only vote to break a tie.

7.6 Meeting quorum includes a simple majority of 5 voting members in good standing.

7.7 Co-Chairs may invite non-members including faculty, students, (senior) administrative staff, and others to participate in meetings from time to time. Members can suggest speakers or guests for meetings.

8. REPORTING AND TRANSPARENCY

8.1 RISE working group reports to the Presidential Advisory Committee on Human Rights (PACHR).

8.2 Meeting minutes, PACHR reports, and summaries of all roundtables will be available in accessible formats through the **RISE** webpage found on the Centre for Human Rights website.

9. SUPPORT

9.1 RISE is supported by the Centre for Human Rights. RISE receives administrative and financial support from the Centre for Human Rights, including an annual 0.5 course release for the Faculty Co-Chair. Resources and budget permitting, a full GA will help support the committee, as well as financial support for university wide RISE related initiatives and events.

9.2 The Centre for Human Rights will make available an Education & Communication Advisor to support the work of RISE and facilitate a direct line of communication with the Executive Director of the Centre for Human Rights.

10. REVIEW

10.1 The Terms of Reference are to be reviewed by the RISE working group every two years.