

# **VIDC DIVERSITY COMMITTEE**

## **Terms of Reference**

It is the goal of the Committee to encourage and promote the participation of visible minorities and other equity seeking groups within VIDC locals, and deal with diversity issues as they arise.

### **Structure of the Committee**

The VIDC Diversity Chairpersons are elected during even numbered election years. Committee members will be appointed by the chair, ratified by the Executive Committee.

The makeup of the Committee will attempt to reflect different genders, sexual orientation, members with disabilities, members of colour and aboriginal members. The committee will also attempt to reflect regional and occupational diversity of the CUPE membership.

### **Objectives**

The objectives of the committee are to work towards equality and fairness in the workplace, our union, and society at large by the elimination of racism and discrimination of all types and the promotion of employment equity principles.

The committee will pursue the following:

1.     **Education:**     Promote awareness of equity issues in publications, newsletters and person to person. Encourage the offering of CUPE conferences and courses on discrimination and equity issues and promoting attendance at such courses.
2.     **Bargaining:**    Advocate that employment equity programs and anti-discrimination issues be addressed through bargaining.
3.     **Participation:** Encourage and promote visible minority and other equity seeking groups' participation at every level of local union, VIDC and Division activities.
4.     **Legislation:**    Lobby appropriate governments and CUPE locals to strengthen human rights legislation and to introduce mandatory pay equity legislation and mandatory employment equity legislation, as well as a variety of affirmative action programs.

As well, the Committee will represent to the general public the diversity within CUPE and the VIDC, by involvement and participation in public events on Vancouver Island.

In addition, the committee chair will be responsible for reporting from the council to the CUPE BC CARD committee, and corresponding working groups, and from those bodies back to the council. Larger issues of diversity may also be included in any of these reports.