

ANTI-HATE ADVISORY COMMITTEE - TERMS OF REFERENCE

1. Mandate

The Anti-Hate Advisory Committee will provide advice and recommendations for initiatives, programs, and activities that address racism and hate in Sault Ste. Marie. The Committee will support the development of educational campaigns, community engagement strategies, and response mechanisms to hate incidents.

2. Objectives

- To advise on strategies and initiatives for preventing hate incidents and promoting inclusion in the community.
- To recommend educational and awareness campaigns targeting hate-related issues.
- To provide community insights and feedback on the effectiveness of existing and proposed initiatives.
- To assist in identifying emerging hate-related trends and recommend proactive measures.

3. Values and Commitments

The Anti-Hate Advisory Committee is committed to the following values and principles:

- The Seven-Grandfather Teachings
- Culturally relevant and responsive approaches
- Action-oriented knowledge exchange
- Evidence-based practice
- Honouring voices and perspectives of those with lived experience
- Cross-sectoral, multi-disciplinary collaboration

4. Frequency of Meetings

- The Anti-Hate Advisory Committee will meet quarterly (4 times per year), or as determined by committee members, or at the call of the Chair.
- Meetings will take place at City Hall (99 Foster Drive), or remotely as required.

5. Membership

The Committee shall be comprised of community members who demonstrate:

- lived experiential understanding and/or
- educational expertise and/or practical experience in the field of Equity, Diversity and Inclusion (EDI) generally and Anti-Racism/Anti-Hate particularly
- have demonstrated strong advocacy work in the past on EDI
- knowledge of existing and emerging legislation/policies on anti-racism and anti-hate

6. Staff Support Member

The Anti-Hate Advisory Committee will be supported by LIP staff that will attend meetings as required to support the discussion in a non-voting capacity. Their attendance will be determined per each meeting's agenda items.

7. Governance

A Chair and a Vice-Chair will be selected at the first meeting of the Committee.

8. Role of Chair and Vice-Chair

- Preside over the Committee meetings and keep the discussion on the topic.
- Provide leadership to the Committee to encourage that its activities remain focused on its mandate
- Assist in identifying items for the meeting agenda and liaise with Committee members as required.
- Recognize each Member's contribution to the Committee's work.
- If the designated Chair is not available for a meeting, the Vice Chair will be responsible for convening and conducting the meeting.

9. The role of Committee Members is to:

- Actively participate in the discussion at the Committee meeting respectfully and open-mindedly.
- Notify the Chair or Vice-Chair if they are unable to attend meetings to ensure that quorum will be available for all meetings.

10. Terms

Members shall serve for two (2) years. Any resignation of a committee member should be tendered in writing to LIP staff.

The Chair and Vice Chair will serve two (2) year terms with the option to hold an additional two-year extension of this term, if re-elected through majority vote.

11. Meeting Minutes

- A staff resource from the City will provide minute taking for the Committee.
- Minutes will be circulated to Committee members within seven (7) business days of the meeting.

12. Quorum

A majority of members of the Committee constitute quorum.

13. Voting

A simple "Yes (In Favour) or No (Against)" procedure for voting on action items will be used. Action items receiving a majority of the votes will be considered approved by the entire Committee. In the case of a tie, the Chair or Vice Chair has the authority to approve or deny the motion.