

Equity, Diversity and Inclusion (EDI) Advisory Sub-Committee Terms of Reference



Eastern Edge, established in 1984, is Newfoundland and Labrador's first artist-run centre for visual arts. Eastern Edge is committed to an organizational culture that values and promotes diversity, inclusion, and equal opportunities. Eastern Edge's Board of Directors is responsible for ensuring the organization has adequate human resources. To assist in meeting this responsibility the Board appointed a Human Resources Committee. The Human Resources Committee recognizes that EDI decisions should be informed by equity-deserving groups. The Committee seeks to appoint an Advisory Subcommittee in accordance with the following terms.

Mandate:

The EDI Advisory Subcommittee advises the Human Resources Committee on matters related to:

- creating a culture and opportunities to advance an agenda of equity, inclusion, anti-racism and anti-oppression, with a focus on addressing systemic oppression, specifically anti-Black racism, anti-Indigenous racism, racism against people of colour, Islamophobia, antisemitism, xenophobia, homophobia and transphobia;
- how we can better serve our members who self-identify as belonging to historically disadvantaged communities
- encouraging diversity in the Eastern Edge community, including identifying and addressing barriers to inclusion and addressing issues of discrimination.

Responsibilities:

The EDI Advisory Subcommittee is responsible for the following:

Specific responsibilities of the EDI Advisory Committee include but are not limited to

- providing advice and making recommendations to the Human Resource Committee, as well as the Executive Director, in relation to the EDI Advisory Committee's mandate,
- seeking the thoughts, feelings and lived experiences of those who identify as historically marginalized groups, to inform the advice provided to the Human Resources committee;
- gathering and analyzing data and relying on research to support its advice, activities and project work.

Composition:

The EDI Advisory Committee will consider of no less than three members from the broader Eastern Edge membership, the Chair of the committee will be appointed by the Board of Directors and will report regularly to the Human Resources Committee.

Additional individuals may be invited as non-voting members by the Chair, based on need.

Quorum:

Quorum shall be a 2/3 majority of membership of the committee.

Meetings:

The Committee shall normally meet not less than four (4) times a year with other meetings being called based on operational need.

If a Committee member has missed a total of two (2) scheduled meetings in a given year without prior acceptance of the committee Chair, they may be asked to resign their position.

Reporting:

The EDI Advisory Committee will report activity regularly to Human Resources Committee through the committee Chair.

Approved by the Board of Directors on November 7, 2024.