

ANTI-HATE ADVISORY COMMITTEE

TERMS OF REFERENCE

1 Mandate

The Anti-Hate Advisory Committee will provide recommendations, advice, and information to the City Council as follows:

- I. Provide insights to Council on the needs of diverse, equity-deserving communities in Sault Ste. Marie impacted by racism and hate.
- II. Guide Council in supporting those communities in fighting racism and hate through policies, programs, services, education and communications.
- III. Guide Council on piloting innovative and effective anti-racism and anti-hate tools and resources
- IV. Demonstrate for the Corporation effective strategies to remove systemic barriers to equitable access to City services and programs for marginalized residents and equity-deserving groups.
- V. Build public awareness of the City's policies, programs and services to combat racism and hate.
- VI. Identify potential policy and program reforms that the City could adopt

2 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

3 Procedures and Frequency of Meetings

- The Anti-Hate Advisory Committee meets quarterly (4 times per year), or as determined by committee members, at the call of the Chair, or at the direction of Council Membership.
- Meetings will take place at City Hall (99 Foster Drive), or remotely as required.
- The rules of procedures of the City of Sault Ste. Marie Procedure By-law will govern the meetings proceedings the Committee.

4.0 Membership

Composition: Two Council members; up to ten community members

Members will include Sault Ste. Marie diversity and individuals 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

4.1 Staff Support Member

The Anti-Hate Advisory Committee will be supported by a 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.

5 Governance

A City Councilor will chair the Anti-Hate Advisory Committee and a Vice-Chair will be selected at the first meeting of the Committee.

6 Role of Chair and Co-Chair

- I. Preside over the Committee meetings using the City of Sault Ste. Marie's Procedure By-law and keep the discussion on the topic.
- II. Provide leadership to the Committee to encourage its activities to remain focused on its mandate as an Advisory Committee of Council.
- III. Assist in identifying items for the meeting agenda and liaise with Committee members as required.
- IV. Recognize each Member's contribution to the Committee's work.

7 The role of Committee Members is to:

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

8 Minutes

- I. A staff resource from the City will provide minute taking for the Committee.
- II. The Committee will keep the minutes of its meetings. The minutes will be posted on the municipal website, where every member of the Committee, Public and Council may have access.
- III. The Committee will report annually via progress updates to City Council

9 Quorum

A majority of members of the Committee constitute quorum.

10 Voting

As stated in the procedure by-law.