## **Government Services Union Equity Committee**

## **TERMS OF REFERENCE**

The mandate of the GSU Equity Committee shall be to support the Pride Communities; Aboriginal Communities; Racially Visible Communities; Women; and Persons with Disabilities by promoting good communication and the exchange of information, by consulting with employers on Employment Equity Issues, by promoting education and training, by building coalitions with community-based groups engaged in human rights issues.

### **Governance**

### The National Council supports and promotes Equity and Human Rights issues.

### **The Committee:**

1. Consult and collaborate with GSU members and their employers at the local, regional, and national levels.
2. Participate in the development of employers’ employment equity plans; monitor their implementation and take steps, where necessary, to ensure their effectiveness.
3. Promote employment equity practices within GSU and the PSAC.
4. Promote and participate in the development of education and training for all members on equity issues, including Local Officers and the National Council.
5. Establish strong lines of communication with the PSAC National Human Rights Committee and other Component Equity Committees.
6. Provide information and encouragement to all GSU elected Officers to improve awareness of and participation in Equity, Employment equity and Human Rights issues.

### **Structure and Functions:**

1. The Committee will consist of the National Vice-President-Equity, at least one member from each employer and six regional Equity designates.
2. The National Vice-President-Equity will;
   * Call the Committee to meet in person at least once each year.
   * Represent GSU on the PSAC National Human Rights Committee.
   * Report to the National President after all meetings, and at all GSU National Council meetings and at all GSU Triennial Conventions.
   * Be the voice of the committee as mandated by the committee.
   * Participate at National Union Management Consultation Committee meetings.
3. Each Equity Committee Member should be aware of Equity activities in their PSAC regional structure. Each Equity Committee Member will participate at regional Equity and Diversity committees at the request of the appropriate RVP.

**Approval Date:** Terms of reference approved on April 27, 2017.