



## **Diversity, Equity and Inclusion Advisory Committee Terms of Reference**

### **Preamble**

The City of Thorold's Diversity, Equity and Inclusion Advisory Committee is a volunteer committee that advises Council on matters relating to equity, inclusion, and removing discrimination barriers.

### **Mandate**

To address the negative impacts of bias and discrimination on individuals' quality of life, safety, and inclusion. The Diversity, Equity and Inclusion Advisory Committee will work with Council, staff, and the community to make Thorold a diverse and welcoming community where everyone's voices and opinions are heard.

### **Goals and Purpose**

The Committee's goals and purposes include:

- Addressing bias and discrimination within the City of Thorold;
- Developing and promoting the City of Thorold as a welcoming city to all residents;
- Provide knowledge and perspectives that encourage diverse decision making and an inclusive City;
- Advise and provide policy recommendations to Council that foster diversity, equity and inclusion within the community.

### **Membership**

The Committee shall consist of the following members:

- Councillors (minimum of 2)
- At-large members (9)

Committee members shall represent a diverse demographic with lived experience, knowledge, or skills in the following areas:

- Faith-based diversity
- Linguistic diversity
- Immigrants and refugees
- Indigenous peoples
- LGBTQ2+ members
- Persons with disabilities
- Persons with low income
- Racialized people
- Undocumented individuals
- Vulnerable seniors
- Women



The City Clerk (or designate) will support the committee as the City of Thorold's staff liaison.

### **Meeting Frequency**

The Committee shall hold six (6) meetings per year.

### **Glossary of Terms**

**Discrimination:** Treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, citizenship, family status, disability, sex, or other personal characteristic.

**Diversity:** The presence in an organization or a community, of a wide range of people with different backgrounds, abilities and attributes including ethnicity, race, colour, religion, age, gender and sexual orientation.

**Equity:** To give everyone equal access to opportunities and benefits in society. Equity includes treating some people differently, to take into consideration some people's particular needs and situations.

**Inclusion:** Appreciating and using our unique differences, strengths, talents, weaknesses and frailties in a way that shows respect for the individual and ultimately creates a dynamic multi-dimensional organization.