



## TERMS OF REFERENCE

### PURPOSE OF THE COMMITTEE

The Pink Triangle Committee will make recommendations to the CUPE BC Executive Board to build membership capacity to promote and encourage the participation of two-spirit, lesbian, gay, bi, trans, questioning, intersex and queer 2SLGBTQIA+ members at all levels of our union. The committee will promote the principles of equality, fairness, and respect for 2SLGBTQIA+ members in our union and society generally through the elimination of stigma and discrimination of all types, and promote employment equity for all equity-seeking groups.

### STRUCTURE OF COMMITTEE

- The Chairperson shall be the Pink Triangle Diversity Vice-President.
- Co-Chairperson to be the Pink Triangle Alternate Diversity Vice-President.
- Recording secretary to be elected by the committee.
- Members are appointed by the Executive Board.
- All committee members must self-identify as 2SLGBTQIA+.
- A CUPE National staff representative will be assigned to support the committee by attending meetings, providing advice and guidance to the committee, and liaising with other CUPE National staff and departments.

### TERM

The term of service on the committee shall be determined by the Executive Board.

### RESPONSIBILITIES

- The committee shall take direction from, and be responsible to, the CUPE BC Executive Board. Between meetings of the Executive Board, tasks may be assigned to the committee by the Administrative Committee or by the President.
- The committee Chairperson shall report on a regular basis to the CUPE BC Executive Board.
- Submit signed copies of minutes of all meetings to the CUPE BC office as soon as possible following meeting adjournment.
- Make recommendations to the Executive Board to deal with resolutions passed at the CUPE BC Convention concerning 2SLGBTQIA+ related issues.
- Promote awareness of 2SLGBTQIA+ issues in publications and newsletters.
- Encourage the creation and delivery of CUPE BC conferences and CUPE courses on stigma, discrimination, and equity issues.
- The committee will ensure that its work is intersectional at all levels.
- Recommend to the Executive Board strategies and content of employment equity initiatives and the strengthening of human rights legislation to protect the rights of 2SLGBTQIA+ persons.
- Work in conjunction with other committees, working groups, and task forces where activities may overlap.
- A report of the committee's activities for the preceding year shall be submitted to the Secretary-Treasurer of CUPE BC upon request.

## **COMMITTEE GOALS AND OBJECTIVES**

Specific goals and objectives for the committee for the term are to be determined at the One Big Committee Meeting (OBCM) and outlined in the committee action plan. OBCM will normally be held in the fall following the appointment of the committee. Goals and objectives must be consistent with the purpose of the committee, the CUPE BC Constitution, and any resolution(s) passed by the CUPE BC Convention. They must be approved by the Executive Board prior to implementation.

