

# Anti-racism Advisory Committee

2023-2025 Term - Recruitment Profile

8 Vacancies

Edmonton

## Frequently Asked Questions

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[Does the committee have subcommittees?](#)

[Am I expected to work on one or more subcommittees?](#)

## Mandate [\(Back to top\)](#)

The mandate of the [Anti-racism Advisory Committee](#) is to raise awareness and catalyze action on racism and anti-racism in Edmonton, as well as provide advice to City Council regarding community perspectives on issues relating to racism, including, but not limited to: diversity; discrimination; hate and extremism; racial equity; anti-Black racism; racism against Indigenous Peoples; xenophobia; Islamophobia; anti-Semitism; and the lived experiences of persons of colour.

The Committee will:

- Identify and ensure equitable engagement of stakeholder groups and seek their input into the Committee's work.
- Recommend to City Council annual anti-racism funding allocations which support community-based initiatives that:
  - address racially motivated hate;
  - build community capacity and cultural understanding;
  - promote awareness, training, and education; or
  - involve research, monitoring and evaluation on diversity, anti-racism, and/or discrimination.
- Conduct research, prepare reports on community-based issues and concerns, and complement existing structures by providing recommendations on programs and services and their priorities.
- Work with the City Manager to develop and maintain a dialogue about, and take

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action on, matters of concern to stakeholders in relation to anti-racism.

The primary activities of the Committee will be limited to the items listed above, focused on countering racism and discrimination in Edmonton.

## Current Subcommittees [\(Back to top\)](#)

- Internal Committee
- Policy Committee
- Projects Committee

Committee members may convene additional subcommittees on specific areas of interest, as required.

## Current Committee Activities [\(Back to top\)](#)

- Reviewing and responding to motions from City Council.
- Administering the Anti-racism Grants Program.
- Building collaborative decision-making processes for various strategy reports, including in two priority areas:
  1. assisting to shift systemic racism in relation to safety; and
  2. increasing understanding of the connection between racism and the climate emergency and catalyzing anti-racist action to end the climate emergency.

## Governing Bylaws and Policies for City Agencies

### Honoraria and Expenses [\(Back to top\)](#)

Honoraria and expenses are available to Members who are appointed by City Council in accordance with [Procedure C628 Honoraria and Expenses for City Agencies](#) (members may opt-out of receiving an honoraria if they choose).

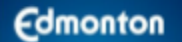
#### Honoraria for Advisory and Decision-Making Bodies

Position	Main monthly meeting: Meeting Up to and Including 5 Hours	Main monthly meeting: Meeting Over 5 Hours

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Member	\$100	\$200
Chair	\$125	\$250

Members appointed to City agencies may be compensated for out-of-pocket receipted expenses, such as parking, bus fare, and taxis. Mileage is not paid for attendance at meetings. Members who require child care, elder care and/or special needs care in order to attend meetings will be reimbursed with submission of a receipt for the reasonable cost of care.

## Publicly Accessible Meetings [\(Back to top\)](#)

All Council Committee meetings will be publicly accessible, which includes being live streamed via the Committee's YouTube channel. This aligns with Bylaw 18155 Council Procedures Bylaw requirement to have a live audio and video view of Council Committee meetings and *Municipal Government Act* requirements.

## Council Committees Code of Conduct [\(Back to top\)](#)

- Council appointed members of Council Committees are required to abide by Bylaw 19870 [Council Committee Code of Conduct](#) Bylaw.

## Appointment Term [\(Back to top\)](#)

- ARAC members are appointed for terms of up to two-years, from May 1 to April 30, renewable to a maximum of six consecutive years.
- Civic agency members are evaluated on an annual basis as per [Procedure C575D, Agencies, Boards, Committees and Commissions](#).

## To Apply [\(Back to top\)](#)

- Edmonton City Council values the diverse voices of citizens in local governance and commits to appointing individuals that are reflective of the population of the City and that have been recruited through a fair, equitable and inclusive process.
- Applicants are to complete the online application questions and attach a current resume.

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- Candidates who are shortlisted are required to submit two written letters of reference by a requested due date prior to the applicant interviews. References should be from individuals that can verify your suitability for this Committee.
- We strive to provide reasonable access and accommodations throughout the application and selection process. If you would like to request an accommodation at any stage of the process, please contact 780-442-4395 or [civic.agencies@edmonton.ca](mailto:civic.agencies@edmonton.ca).

## Application Process Timeline [\(Back to top\)](#)

The Community and Public Services Committee serves as the Selection Committee for members of ARAC. It is anticipated that selection processes will take place on the following (tentative) dates:

- January 15, 2023 - Posting closes
- March 24, 2023 - Applicant Shortlisting
- April 18, 2023 - Applicant Interviews
- April 25, 2023 - Appointments made by City Council

## Qualifications [\(Back to top\)](#)

- An understanding of equity, intersectionality and systemic racism, gained either through engaging with the subject matter or through lived life experiences.
- Intercultural awareness and experience raising awareness on issues related to racism.
- A demonstrated ability to build relationships and communicate ideas.

## Time Commitment [\(Back to top\)](#)

- The ability to commit approximately **8-12 hours per month** to the Committee's schedule of meetings and activities, including a main monthly meeting, subcommittee meetings, and the potential to participate in additional activities such as informal gatherings and public engagement opportunities.
- Regular meetings are open to members of the public and are scheduled for the second Wednesday of every month, from 5:00 p.m.- 7:00 p.m.
- Members must have appropriate technology to participate in meetings virtually.

## Expectations [\(Back to top\)](#)

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The logo for the City of Edmonton, featuring the word "Edmonton" in a white sans-serif font on a dark blue background.

- To understand, and adhere to, the mandate of the Committee and its scope of work as described in [the associated bylaw](#).
- To attend and participate in monthly Committee meetings.
- To be a member of at least one subcommittee.
- To participate fully in the activities of the Committee, including:
  - pre-meeting reading and preparation;
  - committee orientation sessions;
  - grant funding reviews; and
  - taking an active role in discussions.
- To work collaboratively with Committee members and City of Edmonton administration to develop, review, and deliver the required reports.
- To demonstrate a commitment to the principles of public engagement and consultation.