



1.0 Purpose

The Community Equity Advisory Committee (CEAC) will support the Limestone District School Board (LDSB) in identifying and eliminating barriers to an equitable and inclusive environment for students, staff, and the broader community, and determining strategies for systemic implementation of LDSB's Equity and Action Plan.

2.0 Responsibilities

- To advise and provide feedback to LDSB on issues related to equity, inclusion, and diversity from multiple stakeholders and the broader community.
- To advise LDSB in the development of a more inclusive, representative, and accessible curriculum and programming reflective of diverse groups.
- To assist in determining strategies to engage students, parents, and members of the community to more adequately reflect the diversity within schools.
- To assist in identifying barriers to an equitable learning and working environment and create awareness about the types of discrimination happening in schools and across LDSB.
- To advise on the creation, implementation, or revision of policies, procedures, practices, and processes that facilitate inclusive and supportive learning and working environments and that foster a diverse workforce.
- To make recommendations on the Board's progress in achieving the goals of the Equity Action Plan.
- To promote best practices and successes within school communities and across LDSB that prove effective in closing equity and opportunity gaps for students and staff.

3.0 Membership and Structure

Members of the CEAC will be able to offer diverse perspectives and/or lived experiences including (but not limited to) anti-Black racism, anti-Indigenous racism, anti-Semitism, Ableism/Disabilities, Homophobia, Transphobia, Islamophobia, and/or Poverty/Classism.

The core membership of the committee may be increased as required. Additional members at large will be consulted on an ad hoc basis to offer guidance where specific expertise is required. Formal recognition of committee participation may be offered by the Superintendent upon request (e.g., letters of reference).

The core membership will include:

- One representative from each Staff Affinity Network
- Mental Health Lead
- Equity Curriculum Consultants

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe & Haudenosaunee.



- Human Rights and Equity Officer
 - Superintendent of Education (Equity Portfolio), Associate Superintendent of Safe and Caring Schools and Program, and Superintendent of Human Resources, or designate(others)
- At least two community members not employed by LDSB

The Committee shall have two Co-Chairs. The first Co-Chair shall be LDSB's Human Rights and Equity Officer. The second Co-Chair shall be a community member. The second Co-Chair shall be elected by the CEAC on an annual basis.

4.0 Recruitment/Selection

[Staff Affinity Networks](#) will nominate a representative to be on the CEAC. The community members will be recruited by seeking expressions of interest. Interested individuals can express their interest using the [CEAC Expression of Interest Form](#). Please contact [LDSB Human Rights](#) if you need the form in an alternative format. Expressions of interest will be reviewed by the Human Rights and Equity Officer, Equity Curriculum Consultants, Superintendent of Education (Equity Portfolio), Associate Superintendent of Safe and Caring Schools and Program, and the Superintendent of Human Resources. The goal is to create a committee that is equitable, intersectional, and a fair representation of our community from the applications received

5.0 Term

The term for committee members will be 3 years starting September 2022. Terms for and parents/family members/caregivers will be flexible to meet the members' needs.

6.0 Meetings

The CEAC will meet for the first time on September 20, 2022. The Committee shall have regular quarterly meetings and shall meet at other times when necessary. Meetings shall last for 1.5 hours. The meetings will be conducted in a hybrid model. Members can meet in person at the Education Center or join virtually. The Committee will determine its operating procedure at its first meeting and shall consider matters such as the decision-making process, the election of the community member co-chair, and timing of future meetings.

7.0 Member Expectations

Committee members are expected to demonstrate a commitment to:

- Creating equitable, diverse, and inclusive learning and working environments within LDSB and the broader communities that we serve.
- Working collaboratively to achieve the committee's purpose and objectives.
- Attending committee meetings and following through in a timely manner on any action items.
- Supporting a safe space to facilitate open dialogue, sharing of experiences, and problem-solving.