

# **Government Services Union Equal Opportunities Committee**

## **TERMS OF REFERENCE**

### **Preamble:**

In accordance with GSU By-Law 6, Section 8, the GSU National Council establishes the GSU Equal Opportunities Committee.

The mandate of the GSU Equal Opportunities Committee shall be to support Gay, Lesbian, Bi-sexual and Transgendered persons; Aboriginals; Visible Minorities; Women; and Persons with Disabilities by:

1. promoting good communication and the exchange of information on EO issues
2. consulting with employers on EO Issues
3. promoting education and training on EO issues
4. building coalitions with community-based groups engaged in human rights issues
5. providing leadership and support on Employment Equity

### **Governance**

#### **The GSU National Council:**

1. Support the Government Services Union's Equal Opportunities Committee and the Equity Officer.
2. Support and promote equity, human rights issues; and champion equal opportunities within their jurisdictions.

#### **The GSU EO Committee:**

3. Develop and coordinate the GSU employment equity strategy.
4. Consult and collaborate with GSU members and their employers at the local, regional, and national levels.
5. Participate in the development of employer employment equity plans; monitor their implementation and take steps, where necessary, to ensure their effectiveness.
6. Monitor the implementation and effectiveness of corrective measures flowing from broader employment equity programmes and directives.
7. Promote EO employment practices within GSU and the PSAC to ensure equal access to employment opportunities and career advancement for all target groups.

8. Ensure that the mechanisms and tools used in education do not become barriers to the participation of equity members.
9. Promote and participate in the development of education and training for all members on equity issues.
10. Establish strong lines of communication with the PSAC National Equal Opportunities Committee and other Component Equal Opportunities Committees.
11. Provide information and encouragement to all GSU elected Officers to improve awareness of and participation in EO, EE and Human Rights issues.
12. Provide interactive information and support on equity issues in the broader labour movement.

### **Structure and Functions of the GSU EOC**

1. The GSU EO Committee will consist of the GSU Equity Officer and six regional EO designates.
2. The GSU EO Committee will meet at least once each year for two (2) days at the call of the Equity Officer with the approval of the GSU National President.
3. The GSU Equity Officer will represent GSU on the PSAC National Equal Opportunities Committee.
4. The GSU Equity Officer will report on behalf of the Committee to the National President after all meetings, and at all GSU National Council meetings and at all GSU Triennial Conventions.
5. The GSU Equity Officer will participate at National Union Management Consultation Committee meetings at the request of the GSU National President and regional committee members will participate at regional consultation committees at the request of the appropriate RVP.
6. The Equity Officer and the National President will consult with each region to select EOC regional designates.
7. Each EOC member should be aware of EO activities in their PSAC regional structure.
8. At the Regional level each EOC member should consult with RVPs on the need, if any, for a GSU regional EO Committee.
9. Each EOC member coordinates and shares functional responsibility for GSU EO activities with the GSU Equity Officer at the Regional Levels of their undertaking.

### GSU Equity Committee Structure

