

Anti-Racism Committee

TERMS OF REFERENCE

Mandate:

The OLA Anti-Racism Committee will serve as the primary team that supports the work of the Association's Equity, Diversity and Inclusion (EDI) Consultant, Lisa MacVicar (hereby referred to as the 'Consultant'), for the fiscal year 2023-2024. The committee will provide feedback and help inform the Consultant's work, as she develops an anti-racism strategy for OLA.

Responsibilities/Objectives:

- Support the work of the Consultant by attending meetings, providing continuous feedback, and informing on the state of the library sector.
 - The Consultant's scope of work is as follows:
 - Apply research and assessments to better understand the sector's current state and membership
 - Training for the OLA to gain anti-racism/EDI understanding and competency
 - Assess efficacy of OLA's current EDI initiatives and practices
 - Develop a 1-year and 4-year EDI plan that is concrete, actionable and measurable
- Provide a range of perspectives at different levels of the Association (i.e., board, staff or association member) to inform the development of an anti-racism strategy for OLA.

Deliverables:

- Attend and actively participate in meetings with the Consultant, as needed.
- Offer continuous feedback and provide information, as requested.
- Participate in a one-time 3hr workshop with the Consultant to formulate an anti-racism plan framework, its content, and performance metrics.
- Advise on the development of a 1-year and 4-year EDI plan that is concrete, actionable and measurable.

Composition:

- The Committee shall comprise of 7-9 members:

- 2 OLA Staff (namely, the Advocacy & Research Officer and Executive Director)
- 2-3 OLA Board members
- 3-4 OLA Members
- In addition to the Committee, the wider OLA membership will be invited to attend meetings with the Consultant. Space will be limited to no more than 3 non-committee members to join per meeting.
- The Committee will also work with and call upon the expertise of non-members, including but not limited to Indigenous leaders, IBPOC and minoritized librarians, and EDI experts in the Canadian library and information sector.

Resources and Budget:

- Ongoing staff support from OLA Advocacy and Research Officer.
- OLA office staff support virtual meeting arrangements; maintaining a web page on the OLA website.

Timelines:

- Committee members will meet a total of nine (9) times over the year, virtually:
 - 1 kick-off meeting – 1.5hrs
 - 2 working meetings – 1.5hrs each
 - 1 anti-racism framework workshop – 3hrs
 - 5 regular meetings (report delivery and discussions at the end of each phase) - 1hr each

Type of Committee:

- Standing Committee** (responsible for a specific program or function)
- Task Forces** (time-limited tasks on a specific topic)
- Action Groups** (development of a limited program or activity)

Term of Appointment:

This Committee is intended for 1-year (October 2023 to August 2024).

At the beginning of August 2024, OLA Staff, in collaboration with the Committee, will decide on if to extend the Committee beyond this 1-year period.