

# Community Equity Action Team

## Terms of Reference (draft)

### Mandate

The Stratford Police Services (SPS) Board is committed to strengthening public trust by bridging relationships between the SPS and Black, Indigenous, and People of Colour communities. The SPS Board believes that we all have a responsibility to educate ourselves about the ways in which bias, prejudice and racism create unequal playing fields, limit opportunities for some, and continue to subject Black, Indigenous, and People of Colour and other marginalized communities to violence, hatred, and discrimination.

In view of recent events and ongoing conversations around Equity, Diversity, and Inclusion, the SPS Board is committed to partnering with the public in ongoing conversations about lived experiences and perceptions of bias, prejudice, and racism in their interactions with SPS – both at the level of interpersonal harm and at the level of systemic injustice.

Specifically, the SPS Board is interested in engaging in a public dialogue space to learn from the experiences of Black, Indigenous, and People of Colour individuals and other identified marginalized communities.

CEAT will provide the community with a space to:

- discuss relationships with police;
- critically examine local policing policies and procedures; and
- make recommendations for changes that will address potential issues related to systemic racism within police services and the broader community.

### Responsibilities

Responsibilities of CEAT members related to the mandate include the following:

- Review information and input received from the community as well as pre-existing community research and consultation information.
- Develop recommendations to go directly to the SPS Board. These recommendations will be prioritized and will indicate timing for shorter- and longer-term activities.
- Advise the SPS Board on the development and review of policies and practices that support greater inclusion and diversity within the SPS.
- Monitor progress, implementation, and evaluation of workplan.

## Values

- Listening to understand each other in a way that respects all voices and lived experiences
- Honouring the wisdom that each person brings to the table
- Being transparent with the community about progress made
- Providing hope to the community that the work of CEAT will create real and lasting change

## CEAT Member Expectations

- Make every effort to attend and actively participate in all CEAT meetings. When attendance is not feasible, provide input in other ways (e.g., by a phone call or email).
- Develop and maintain a climate of mutual support, trust, and courtesy where teamwork and creativity are valued.
- Respect the dignity of each member.
- Work together to achieve a common vision for the community.
- Utilize the diverse knowledge, expertise, and talents of all members.
- Challenge ideas and not people, create a climate where it is okay to disagree in an honest and kind manner.
- Communicate directly and concisely, listening with a spirit of curiosity, allowing a variety of opinions to be heard.
- Respect all decisions made by CEAT.

All members are to sign a confidentiality agreement. The intention of this agreement is to honour each member's voice by providing a safe and confidential space for members to discuss sensitive issues.

## CEAT Composition

CEAT members will be selected based on the following criteria:

- History of working to advance equity for members of the Black, Indigenous, and People of Colour communities.
- Voices who represent various sectors within the community (e.g., Healthcare, Community Services, Education, Public Services, Hospitality, Public Health, Corporate/Private Services, Arts & Culture, Administration, Technology, Retail).
- Able to consider broader issues that impact marginalized communities.
- Individuals who represent diverse voices and opinions who have experienced the impacts of racism.
- Membership will comprise of
  - nine to eleven community members.

- 1 SPS & 1 SPS Board member/appointed persons (ex-officio)

### **Membership Terms**

The initial term of CEAT members will be two years. Terms of reference will be reviewed annually.

CEAT is expected to meet monthly for the first year and then three to four times per year after that.

### **Chair/ Facilitator Considerations**

The Chair/Facilitator needs to build a cohesive team that will model the coming together of diverse voices. A Co-Facilitator model is recommended.

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