



# KCR

COMMUNITY RESOURCES

## **United Against Discrimination (UAD) and Resilience BC Projects**

### Coalition Terms of Reference

1. Purpose: To develop a community protocol to address racism and discrimination in the Central Okanagan
2. Background: Discrimination and racism have been ongoing issues in our community, with limited or no protocols for the public to follow when an incident occurs. This situation has worsened with the COVID-19 pandemic; discrimination is harming the wellbeing of people of diverse backgrounds. Discrimination based on race and ethnicity has been a significant concern in our community. Our goal is to collect incident data that will help identify these incidents. This data will be used to develop a community protocol to proactively address the challenges of racism and discrimination in the community, and hopefully prevent them.
3. Member Expectations:
  - Work collaboratively to achieve the Coalition's purpose
  - Provide perspectives and consultation
  - Attend coalition meetings; in case they are unable to attend, to delegate another representative from their organization to attend the meeting, and follow through on any action items/commitments
  - Share relevant resources and connections to assist with the collection of incident reports (data) and subsequent implementation of the Community Protocol
4. Coalition membership:
  - Determined by KCR and UBCO (as co-leads of the Projects), in consultation with the Coalition
5. Roles and Responsibilities: KCR and UBCO are responsible for -
  - Hosting the meetings, setting the agenda and sending notice to Coalition members
  - Recording and sharing minutes with the Coalition
  - Ensuring the purpose/deliverables of the UAD and Resilience BC Projects are achieved in a timely manner
6. Meetings Schedule: Meetings will be scheduled quarterly, as proposed below; any revisions to the schedule will need to be approved in advance, based on the availability of the host and Coalition members
  - Tuesday, July 28, 2020
  - Tuesday, October 20, 2020
  - Tuesday, January 26, 2021
  - Tuesday, May 25, 2021
7. Expenses: All expenses related to the meetings (i.e. venue, refreshments, materials) will be covered by KCR
8. Term of the Coalition: August 1st 2020 to June 30 2021
9. Reporting/Communication: KCR and UBCO will be responsible for providing regular updates on the progress of the UAD and Resilience BC Projects to the Coalition, as needed. They will also prepare and present the final Community Protocol.
10. Decision Making: The Coalition will endeavor to make decisions through consensus; however, the final decision will be made by KCR and UBCO, as co-leads of the UAD Project, in consultation with the Coalition, as they deem appropriate.