

DIVERSITY WORKING GROUP

Terms of Reference 19/20



1. TITLE

The name of the committee shall be the Kingston Frontenac Anti-Violence Coordinating Committee (KFACC) Diversity Workgroup.

The Diversity Workgroup is mandated, on behalf of the KFACC Administrative Group, to serve as an advisory function on topics regarding diverse subjects, to the larger membership. These diverse subjects are below, but not limited to:

- Youth
- Newcomers to Kingston
- Those living with a DisAbility
- Those part of the LGBTQ2sIA community
- Those who identify as part of the BiPOC community
- Those who identify as Indigenous

2. PURPOSE

The role of the Diversity Workgroup is to strategize and outreach to ensure diversity and accessibility at KFACC.

This will be accomplished by:

- Defining and creating safer spaces for all in the work at KFACC (meetings, events, etc.)
- Coordinating educational opportunities for KFACC member agencies to increase their own capacity for diversity and accessibility within their respective organizations.
- Fostering relationships with marginalized communities who would traditionally not be included at the KFACC table.

3. MEMBERSHIP

Membership in the Diversity Workgroup includes representation from various social service agencies, including but not limited to:

Current Members as of 2019-2020FY

- Elizabeth Fry Kingston (EFry)
- John Howard Society of Kingston (JHS)
- HIV/AIDS Regional Services (HARS)
- Kingston Anti-Violence Advisory Council (KAVAC)
- Ontario Native Women's Association (ONWA)
- Sexual Assault Centre Kingston (SACK)
- Victim Services of KFL&A

Perspective Members as of 2019-2020FY

- Royal Military College (RMC)
- Students of post-secondary institutions (Queen's, RMC, St. Lawrence)
- Social Justice/Advocacy non-profit organizations

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Every effort will be made to ensure cross sectoral representation on the Diversity Workgroup. Vacancies on this Workgroup will be filled from among the KFACC membership and from community members to ensure individuals who are unable to be part of the membership have their voices heard.

Group members will share information and resources to accomplish tasks through regular meetings, delegation and the taking of minutes.

4. CHAIR/CO-CHAIR

The Diversity Workgroup does not have a designated Chair. However, the responsibilities of the Agenda and Meeting minutes will be taken on voluntarily by members of the group as they arise.

5. MEETINGS

The group shall meet every second Tuesday of each month with a two month break during July and August. The group will meet bi-monthly after creating Terms of Reference and Budget for the 2019/2020 Fiscal Year.

6. ACCOUNTABILITY

The Diversity Workgroup is directly accountable to the KFACC Administrative Group and shall report on a regular and consistent basis. The Diversity Workgroup will develop a yearly Work Plan and Budget Plan to account for their funding. All Workgroup business shall be conducted in an open and transparent manner. All minutes will be circulated at each KFACC meeting. An updated Terms of Reference will be filed.

The workgroup will report back to the KFACC Membership at its regular meetings, including budget requests. The KFACC liaison for the 2019/2020 FY is Jackie Smith (HARS).

6. 19/20 FISCAL YEAR MEMBER LIST

Samantha Galati Volunteer & Crisis Line Coordinator	Sexual Assault Centre Kingston	volunteer@sackington.com 613.545.0762 ext. 3103
Jackie Smith Women's Community Development Coordinator	HARS	whai@kingston.net 613.545.3968
Julie Parent Executive Director	John Howard Society	julie.parent@johnhowardkingston.ca 613- 542-7373 ext. 109
Judy Moreau	KVACC	613.547.2342
Paula Laughlin Executive Director	Victim Services of Kingston and Frontenac	ed@victimserviceskingston.ca 613.548.4834
Amanda Lane Mental Health Support	Elizabeth Fry Society	alane@efrykingston.ca 613.544.1744 ext. 22

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Worker		
Nancy Gonzalez Trauma Informed Worker	Ontario Native Women's Association	ngonzalez@onwa.ca 613.243.1850