

# **Gender and Sexual Diversity Committee – Terms of Reference**

## **Mission**

The Gender and Sexual Diversity Committee's (GSDC) mission is to foster and advance an inclusive, accessible, intersectional, and affirming campus for LGBTQ+ communities at Humber\*. We strive to centre the voices and experiences of Humber's diverse communities and provide agency to those working towards eliminating oppression in all its forms.

## **Objective**

The primary objective of the GSDC is to support a culture at Humber that is an accepting and inclusive environment for all LGBTQ+ communities. We strive to support and further the inclusivity of holistic and intersectional LGBTQ+ identities through (not limited to):

### *Outreach:*

- Social programming and networking opportunities for staff and faculty to increase dialogue and awareness of LGBTQ+ advocacy at Humber

### *Community development:*

- Advocacy projects, relationship building, and collaboration with campus partners (Student Life, CHRED, CTL, SSCS, etc.), we aim to increase visibility and representation of diverse LGBTQ+ communities

### *Resource development:*

- Develop resources, conduct research, create digital content, and share best practices to foster a culture of anti-oppression in collaboration with knowledgeable others

### *Consultation:*

- Advise on issues pertaining to gender and sexual diversity through consultations, workshop facilitation, and program support

## **Core Guiding Principles**

### *Respect*

- Advocate for LGBTQ+ communities to be treated equitably, with respect and dignity
- Recognize and address barriers to both visible and invisible marginalized experiences (including, but not limited to racism, ableism, transphobia, [cis]sexism, classism, HIV/AIDS serostatus, etc.)

### *Inclusion*

- Centre intersectional LGBTQ+ identities within all initiatives
- Strive to meaningfully include a diverse representation of self-identified members of LGBTQ+ communities whenever possible, understanding that these often marginalized voices provide essential narratives for effective LGBTQ+ advocacy

### *Support*

- Provide leadership to Humber on LGBTQ+ inclusion and advocacy through research, best practices, and lived experiences

### *Intersectionality*

- Aim to be inclusive of and accessible to holistic LGBTQ+ identities as they relate to race, culture, economic status, ability, gender, sexual orientation, age, immigration status and other socially constructed identities.

## **Membership**

Comprised of Humber employees and students who advocate for and support LGBTQ+ initiatives. The GSDC welcomes all levels of participation, see below for membership options.

## **Committee Structure**

<b>Level of Membership</b>	<b>Time Commitment (per semester)</b>	<b>Responsibilities</b>
Core Advising Committee	High: 20-25 hours	- Commit to attend committee meetings (Min. 2/semester) - Vote on GSDC initiatives (Gain voting rights after attending 2 meetings within the academic year.) - Option to hold formal role (Ex. Co-chair, GSDC rep., minute-taker)
Advocacy	Moderate: ~10 hours	- Represent the GSDC at events and initiatives - Facilitate GSDC workshops and conduct outreach
Mailing List Members	Low: <1 hour	- Support the GSDC by sharing communications on events and initiatives

See Appendix A for detailed responsibilities.

## **Meeting Times**

Dates & times to be determined by GSDC members at the start of each academic year.

*\*The term Humber is used to represent both Humber College and the University of Guelph-Humber.*

*\*\*LGBTQ+ represents: Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersex, Questioning, Queer, 2-Spirited, and Asexual. (Source: Pride Toronto)*