Frequently Asked Questions
What is the purpose/mandate of the Committee?
What is expected of me, as a member?
How much time can I expect to spend, as a member?
What does the Committee do?
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How long am I a member?
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How long will the selection process take?
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Does the committee have subcommittees?
Am I expected to work on one or more subcommittees?

Mandate (back to top)

The Anti-racism Advisory Committee* will provide advice to Council regarding community perspectives on issues relating to racism, including, but not limited to, diversity, discrimination, hate and extremism, racial equity, xenophobia, Islamophobia, anti-Semitism, and the lived experiences of persons of colour.

The Committee will:

- Identify and engage stakeholder groups and incorporate their input into the Committee’s work.
- Recommend to Council annual anti-racism funding allocations which support community-based initiatives that:
  - address hate groups or hate incidents;
  - build community capacity and cultural understanding;
  - promote awareness, training, and education; or
  - involve research, monitoring and evaluation on diversity, anti-racism, and/or discrimination.
- Conduct research and prepare reports on community-based issues and concerns related to anti-racism.
Work with the City Manager and/or delegate to develop and maintain a dialogue about matters of concern to stakeholders in relation to anti-racism.

The primary activities of the Committee will be limited to the items listed above, focused on countering racism and discrimination in Edmonton. This Committee has limited scope to independently review existing City of Edmonton policies and procedures, unless approached by senior leadership.

Committee members may convene subcommittees on specific areas of interest. Membership on the subcommittees and the selection process will be determined by the Committee and may include members of the public and identified support staff from City Administration.

Current Subcommittees (back to top)

- Public Engagement and Outreach subcommittee
- Funding subcommittee
- Community Safety subcommittee

Additional subcommittees are currently being formed.

Current Committee Activities

In its current and inaugural year, the Committee is engaged in work to establish its structures and procedures while also being called upon to respond to motions from Council, such as the referred motion regarding the Edmonton Police Commission (CR_8456 Anti-Racism Advisory Committee - Review and Recommendations). While it is challenging to balance our desires to move quickly toward anti-racism work in Edmonton with the need to review our mandate, create subcommittees and a new funding program, it also presents a valuable opportunity to be part of creating the foundation that will facilitate lasting and effective anti-racism work for our communities.
It is anticipated that the second year will also involve procedure and structure building, but to a lesser extent, and that more action-oriented work will be able to take place in subcommittees.

**Remuneration** *(back to top)*

NONE - Committee members serve in a voluntary capacity; however, members will be compensated for out-of-pocket receipted expenses related to Committee meeting attendance, such as parking, bus fare, taxis and child care. [City Policy C575C](#)

To ensure that barriers to advisory committee participation by selected members are minimized or eliminated, the Committee is currently exploring and developing, with City administration, options for policies and procedures.

**Appointment Term** *(back to top)*

- Terms of up to two-years, renewable to a maximum of six consecutive years.
- City of Edmonton Volunteer Management Practices include an annual evaluation of committee members. [City Policy C575C](#)

**To Apply** *(back to top)*

Applicants are required to complete the online application, attach a current resume and three written letters of reference. References should be from individuals who can comment on the relevant qualities, skills or knowledge you possess.

**Application Process Timeline** *(back to top)*

Community and Public Services Committee of Council serves as the Selection Committee for Anti-racism Advisory Committee Members. It is anticipated that selection processes will take place on the following dates:

- January 17, 2021 - Posting expires
- February 25, 2021- Applicant shortlisting
- March 26, 2021 - Applicant interviews
Qualifications (back to top)

- An understanding of equity, intersectionality and systemic racism, gained either through engaging with the subject matter or through lived life experiences.
- A demonstrated ability to build relationships and communicate ideas.
- Intercultural awareness and experience.
- An ability to commit approximately 8-12 hours per month to the Committee’s schedule of meetings and activities, including a main monthly meeting, subcommittee/working group meetings, and the potential to participate in additional activities such as informal gatherings and public engagement opportunities.

Regular meetings are open to members of the public and are scheduled for the second Wednesday of every month, from 5 p.m. to 7 p.m. Due to COVID-19 restrictions, meetings are currently being held virtually via Google Meet.

Expectations (back to top)

- To understand, and adhere to, the mandate of the Committee and its scope of work as described in the associated bylaw*;
- To attend and participate in monthly Committee meetings;
- To be a member of at least one subcommittee;
- To participate fully in the activities of the Committee, including:
  - pre-meeting reading and preparation;
  - committee orientation sessions;
  - grant funding reviews; and
  - taking an active role in discussions;
- To work collaboratively with Committee members and City of Edmonton administration to develop, review, and deliver the required reports; and
- To demonstrate a commitment to the principles of public engagement and consultation.*