



TERMS of REFERENCE

Team Name: Coalition of Municipalities Against Racism and Discrimination (CMARD) Team

Vision: Lethbridge has an embedded culture that is welcoming and inclusive so all people can fully participate in community life

Purpose & Mandate:

Based on the signing of the Declaration of Municipalities Against Racism and Discrimination and the resolution of City Council, the purpose of the CMARD Team is to take the steps required to develop and promote building a welcoming and inclusive community and to support the Common Commitments, Coalition of Canadian Municipalities Against Racism and Discrimination. The CMARD Team will function as a steering committee for this community initiative and is a Sub-Committee of the Community & Social Development (CSD) Committee of Council.

Goals:

Based on the Commitments of the Canadian Municipalities Against Racism and Discrimination and aligned with the Social Policy, City of Lethbridge, the goals of the CMARD Team is to:

1. Develop and implement a Community Strategic Plan and policy to build a welcoming and inclusive community
2. Develop and implement a Communication Plan and social marketing strategy
3. Fulfill the overall goals and support the Coalition of Canadian Municipalities Against Racism and Discrimination
4. Participate in provincial and federal networks aligned with the Coalition of CMARD and the Alberta Human Rights Commission as required to fulfill the mandate of the CMARD Team
5. Monitor issues of racism and discrimination in the community
6. Monitor the impact and effectiveness of the Community Plan and provide regular reports of progress to the community through the CSD Committee of Council and City Council. Provide recommendations for action as required to fulfill the Community Plan for a Welcoming and Inclusive Community.

Team Membership:

The CMARD Team is appointed by the Community and Social Development Committee of Council. The core team membership includes appointment and/or representation from the following:

COMMUNITY & SOCIAL DEVELOPMENT GROUP

Phone: 403-320-3917 • Fax: 403-380-2512 • E-Mail: drandell@lethbridge.ca

City Hall, 910-4th Avenue South, Lethbridge, Alberta, Canada T1J 0P6

www.lethbridge.ca



Team membership continued:

- Community & Social Development Committee
- Chief of Police
- Executive Director, Persons with Developmental Disabilities
- Executive Director, Downtown BRZ
- Aboriginal Council of Lethbridge
- President, Southern Alberta Ethnic Association
- Community Service organization
- Youth
- Director, Lethbridge Immigrant Services
- Kainai Council (Transition Project)
- University of Lethbridge
- Community & Social Development Group, City of Lethbridge (ex-officio)

Additional members may be appointed as recommended by the CMARD Team to the CSD Committee of Council to fulfill the mandate of the CMARD Team

Team Leader: is appointed by the CMARD Team membership on an annual basis and is a member of the Community & Social Development Committee of Council.

Meetings: Monthly and at the call of the Team Leader

Team Member's Responsibility: to fulfill the mandate of the CMARD Team, the members shall:

- Take responsibility personally to advocate for a welcoming and inclusive community
- Be open to opportunities for continuous learning, to question and engage in meaningful dialogue about building a welcoming and inclusive community through the elimination of racism and discrimination
- Fully participate and contribute to the fulfillment of the team's mandate and purpose

Decision Making: by Consensus and through active dialogue.

Accountability: Quarterly progress reports are presented to the Community & Social Development Committee of Council. Annual progress report through the CSD Committee to City Council

Evaluation: The CMARD Team will, at the end of each calendar year, report the outcome evaluation, progress and status report of the Community Plan to Build a Welcoming and Inclusive Community

Developed by the CMARD Team: January 2009