



## ANC 3/4G Racial and Social Equity Standing Committee

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**To:** Commissioners, ANC 3/4G

**From:** Members, Racial and Social Equity Standing Committee - Point of Contact, Maurice Werner

**Date:** November 28, 2022

**Re:** ANC 3/4G Racial and Social Equity Standing Committee Recommendations for 2023-24

This document is intended to encompass recommendations from the 2021-22 RASE Standing Committee to the ANC and the 2023-24 RASE Standing Committee to continue the committee's work and improve upon its effectiveness and impact.

**Committee Participation** – Committee members should be expected to participate in a minimum of five (5) meetings per year. If a member cannot meet this threshold they will be considered as having resigned from the committee. The ANC should advise the Committee members that as everyone is working as a team towards the same goal, there should be a sense of trust among members in developing their committee culture.

**Meetings** – Meetings should occur monthly, with agendas, times, and meeting notices posted a minimum of one week before each meeting. While virtual meetings allow broad participation, in-person meetings would allow the committee to develop a stronger working relationship and should be considered in the future.

**Membership** – Diversity should be a primary consideration for committee makeup with respect to age, race, gender, and socio-economic status.

**Leadership** – Beyond the ANC commissioners on the committee, there should be at least two co-leaders of the committee selected either by nomination and vote or volunteer and seconding. Leaders will be responsible for drafting agendas, scheduling meetings, running meetings (or choosing the meeting facilitator), and ensuring the meeting notices are posted at least a week in advance of each meeting. Leaders can also assign agenda items to other committee members.

**Communications** – The existence and mission of the committee should be publicized to the broader public as soon as possible after its initial formation. No one member of the committee

can speak for or on behalf of the committee except if authorized to do so by the committee. The ANC should provide guidance to the committee on what and how it should communicate to the public.

**Reporting** – A committee representative should provide regular updates on the committee’s activities to the ANC after every committee meeting.

**Events** – Ideally the committee should hold several activities per year ranging from education/ awareness discussions to celebrations/commemorations to responding to current events.

**Education** – The purpose of this committee is to comment on public policy issues through a racial and social justice lens in advising the ANC. That said, given the goals and diverse makeup of the committee, it should be expected that different perspectives and backgrounds of committee members could present opportunities for all members to share and reflect on their experiences. White members of the committee should be encouraged to participate in antiracist education or training, in order to refresh, inspire, and educate how they can better participate in multi-racial groups. Regardless of previous backgrounds, activities, and prior trainings, white members do not have the lived experiences of people of color, thus to be better equipped to help the committee meet its goals, training will refresh, inspire, and educate how white members can be better allies and accomplices.