

Workplan – Racial Inclusivity, Solidarity and Equity (RISE) Working Group

Purpose

To identify gaps and barriers to inclusion for Black, Indigenous, and People of Colour (BIPOC) within HSA, and develop ways to ensure our union better reflects, supports, and empowers BIPOC members.

Objective

To foster a more inclusive, equitable, and representative union culture within HSA.

Key Duties and Responsibilities

- Review and outline existing engagement and awareness metrics of HSA's BIPOC workers
- Advise on methodology to evaluate BIPOC engagement in the Union
- Provide advice and direction on strategies and activities that will empower BIPOC workers to engage, within HSA and the labour movement
- Develop and provide advice to Local Units on ways to involve BIPOC workers in events, activities and leadership opportunities

Composition

The Working Group is composed of:

- Two (2) Board Members. One who is Chairperson.
- Up to Seven (7) members-at-large
 - One member-at-large who is Indigenous*
 - One (1) member-at-large who identifies as a member of an equity- deserving community listed on the application form*

*Should no member apply for this position, it shall remain vacant. The Chair may make a motion to the Board for a mid-term appointment should a member-at-large become known after the initial selection process.

Staff Support

- Administrative support
- Other staff as assigned

Term

The term of the Working Group will be January 1, 2026 to September 30, 2026.

Reporting

Minutes and recommendations will be submitted to the Board.

Meetings

Up to 5 total meetings.