

## Justice, Equity, Diversity and Inclusion (JEDI) Committee Terms of Reference

### Rationale

One of the main issues for racialized people in Canadian society is their treatment in the labour market, as evidenced by income inequality<sup>1</sup>; this is an issue which the worker co-op movement seeks to help address.

Given the racist structural barriers and systemic racism that confront racialized workers and given the commitment of the worker co-op movement to creating democratic workplaces and giving workers control over their labour, there is an opportunity to increase the movement's diversity and to help strive for racial justice.

The Canadian Worker Co-op Federation (CWCF) stands in solidarity with Black, Indigenous and people of colour (BIPOC)<sup>2</sup> in the fight against systemic racism and injustice.

### Purpose

To encourage racial justice, equity, diversity and inclusion<sup>3</sup> within CWCF, the Canadian worker co-op community, and within individual worker co-ops. The JEDI Committee supports CWCF in building a vibrant, growing worker co-operative sector in Canada which reflects the racial diversity that is found within its borders.

### Objectives

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<sup>1</sup> "In 2015, racialized men earned 78 cents for every dollar that non-racialized men earned. This earnings gap remained unchanged since 2005." Black Canadian men earned only 66 cents for every dollar earned by non-racialized men. *Canada's Colour-Coded Income Inequality*, Canadian Centre for Policy Alternatives, Dec., 2019, <https://policyalternatives.ca/publications/reports/canadas-colour-coded-income-inequality> p.4 and p.12.

<sup>2</sup> CWCF uses the terms "racialized" and "BIPOC" to include Black/African-Canadian, Indigenous, and other People of Colour, but recognizes that no term seems perfect and also that these groups are very diverse.

<sup>3</sup> These terms need to be defined, perhaps along with the Rationale.

- a) Lead CWCF in increasing understanding of how we can build racial equity in the worker co-op movement.
- b) Develop an Action Plan which the Committee would then guide CWCF in implementing.
- c) Work to make CWCF more racially just and diverse.
- d) Strive to build understanding of and address racism in each of ourselves.
- e) Encourage and support worker co-ops to become more racially just and diverse, within their own staff, and in how they engage with the community.
- f) Develop and share tools, training, and a process which will assist worker co-ops to become more racially just and diverse.
- g) Encourage and support the development of new worker co-ops led by BIPOC.
- h) Encourage more voices and participation around the leadership of the Committee's work.

### Committee Membership

The Committee is made up of at least 5 people, including CWCF directors, staff, and members. The Committee seeks to include those with particular insights into the Objectives.

### Frequency of Meetings

The Committee will meet at least quarterly, and more frequently as the Committee deems necessary.

### Reporting

The Committee reports to the board of CWCF.

### Allied Organizations

Organizations with whom we seek to work for mutual benefit include:

- Current BIPOC members of worker co-ops who have interest
- [Social Economy through Social Inclusion](#)
- [Diverse Solidarity Economies Collective](#), including Caroline Hussein at York U
- [Co-operatives First](#)
- [Indigenomics Institute](#)
- [Black Lives Matter – Canada](#)
- [Black Business and Professional Association](#)

See additional potential allies in this [Social & Solidarity Economy listing](#), covering national organizations as well as Ontario and Alberta-based organizations, especially those in the categories of Indigenous and Black Lives Matter.