

REGIONAL COUNCIL EXECUTIVE: INTERCULTURAL DIVERSITY COMMISSION POLICY

This policy outlines the purpose, accountability, authority, membership and responsibilities of the Intercultural Diversity Commission and the relationship with the Executive and its Equity Committee, the Communities of Faith Commission, the Pastoral Relations Commission, and the Social and Ecological Justice Commission.

Date Approved: February 24, 2021	Review date by the Executive 2023
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PURPOSE

The Intercultural Diversity Commission will encourage and engage Shining Waters Regional Council, its Executive and Commissions, and its Communities of Faith in honouring and living into intercultural mission and ministry.

AUTHORITY

The Intercultural Diversity Commission is established by the Shining Waters Regional Council Executive, in keeping with the proposal approved by the Regional Council on October 17, 2020.

The Intercultural Diversity Commission will be elected by the Regional Council or the Executive to make decisions on behalf of the Region or its Executive. (*The Manual 2019 C.3.3.1*)

The decisions of the Intercultural Diversity Commission are non-debatable. The Commission's decision is as effective as a decision of the governing body or executive that appointed it. (*The Manual 2019 C.3.3.2*) If the Commission wishes to create new policy not addressed broadly by United Church of Canada policy, or to create policy inconsistent with United Church of Canada policy, it must consult with and seek approval from the Regional Council or the Regional Council Executive.

The Commission will report its decisions to the Regional Council Executive and the Regional Council (*The Manual 2019 C.3.3.3*)

MEMBERSHIP

A Chair and 6 to 12 members to allow for some regional representation, ethnic/cultural diversity, with a balance of ministry personnel and laity. Members should have experience in anti-racism and cultural diversity in the church, and have a passion for this work.

TERMS OF OFFICE

The term will be three years with a renewal for one term. After a one year hiatus, an individual may be elected again.

MEETINGS

The Commission will meet by electronic or other means.

QUORUM

Quorum will be 50% plus one of the members with at least one ordained minister and one lay member.

RESPONSIBILITIES

1. The Intercultural Diversity Commission will organize and support occasional gatherings/workshops where different cultural groups may learn each others' histories, stories, challenges, languages etc. to deepen intercultural awareness and respect.
2. The Commission will develop and provide educational materials, relevant information resources, and practical tools for minority ethnic culture communities of faith as well as predominantly White mono-cultural communities of faith, to learn their own cultures as well as others, and to become intercultural in areas such as worship, pastoral care, welcoming, meetings and other areas of community life.
3. The Commission will provide resources for the Executive and other Commissions and committees to become more intercultural and anti-racist in the ways they work, and contribute to educating the members of the Regional Council structures and communities of faith to change the Church system of marginalization.
4. In cooperation with the Executive and the other Commissions, the Commission will work to advance areas of joint responsibility.

RELATIONSHIP WITH THE EXECUTIVE AND ITS EQUITY COMMITTEE, AND WITH OTHER COMMISSIONS

Collaboration will be ensured by staff.

STAFF SUPPORT

Staff support will be provided and coordinated by the Minister, Communities of Faith Support and Right Relations