

## Equity Advocate Role Description

(approved by the Pastoral Relations Commission, Shining Waters Regional Council, on March 28, 2023)

For community of faith Search Teams

**Why is the regional council asking for an Equity Advocate?** In 2021, the Pastoral Relations Commission did a research project to hear from equity seeking ministers about their experience of interviewing for positions. We heard that a volunteer Equity Advocate appointed within the Search Team can encourage the search team to consider a diversity of candidates for the ministerial position. Sometimes, a little encouragement is all we need.

**Is there special training for an Equity Advocate?** Not necessarily. After the pastoral relations liaison delivers anti-bias training with the whole Search Team, the Search Team members are asked to choose a member to take on the role of Equity Advocate for the duration of the profile, search and selection process. If the Equity Advocate requests more training, the regional council will support them.

**What is an Equity Advocate being asked to do?**

- Consults with pastoral relations liaison regarding additional equity training/resources that might be helpful to the role or for Search Team members as a whole
- Ensures equity considerations are intentionally discussed during the various profile, search and selection processes (e.g. position description, determining interviewees, questions for interviews, selection decisions).
- Provides Equity Advocate's contact information with the community of faith profile (posted to Church Hub) and any Search Team communication to potential interviewees in order that ministers can access the information/accommodation they may need for the search and selection process. The following is an example of what can be included in a communication to a potential interviewee, "Our Search Team has an equity advocate whose responsibility it is to ensure all ministers being interviewed are made welcome, have the necessary information and express any accommodations they may need to participate fully in the interview process. Please contact our equity advocate (name and email address) should you have any accommodation needs or questions."
- Arranges for any reasonable accommodation that a minister may require during the selection process (e.g. accessible physical space, accessible language/print materials, time and length of interviews, American Sign Language interpretation) in consultation with the minister and the pastoral relations liaison, as necessary
- Takes the lead in the discussion of how equity considerations were intentionally included in the search and selection process during the Search Team's final debriefing with the pastoral relations liaison and ensures any information/concerns/questions are passed on to the Pastoral Relations Commission.