

## UM BLACK ALLIANCE TERMS OF REFERENCE

### **UM Black Alliance Terms of Reference:**

#### **Purpose:**

UM Black Alliance (UMBA) has been formed to coordinate and promote Black History Month events; address challenges and continue to honour and remember the important history, people and experiences of Black communities in February and throughout the year. UMBA will foster active communication between alumni, faculty, staff, students and the greater University of Manitoba's (UM) community through multiple engagement platforms. UMBA advances the UM's mission, to create, preserve, communicate and apply knowledge, contributing to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.

#### **Goals and Objectives:**

- Establish a network to gather and share information about the role and status of Black people in all aspects of the UM
- Foster community engagement and actively promote initiatives that demonstrate a commitment to diversity in the UM community
- Identify issues and concerns, formulate and share recommendations, and implement strategies for change.
- Communicate to and share feedback from Black students, staff, faculty and alumni
- Host events to recognize, celebrate and honour Black leaders, Black history, and their UM connection. Promoting, celebrating Black history in Canada.
- Improve the climate for Black alumni, faculty, staff, and students in the UM community

#### **Council Composition:**

The UMBA will consist of Black UM alumni, faculty, staff and students; there will be no limit to membership. There will be an elected chair or the UMBA that will be voted in annually. The chair will be responsible for setting and facilitating meetings along with creating the agenda. All members will have an equal vote and opportunity to participate in any discussion and or planning.

The Council's success is founded on the equity, diversity and inclusion of its membership that accurately reflects the university's Black community, and members' willingness to prepare, participate and engage on the committee.

#### **Leadership on the UM Black Alliance:**

- The Chair will be nominated and voted in by current UM Black Alliance membership from the membership of the alliance.

#### **Terms of office:**

- Members' terms shall be for minimum 1 year. Terms can be renewed infinitely.

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### **Expectations of UMBA members:**

- After thorough examination of the materials received in advance of the meetings, come equipped to engage in meaningful dialogue with fellow alliance members.
- Share honest perspectives at alliance meetings
- Bring bold, innovative and unique ideas on connecting with UM Community
- Share with Black persons in their networks, and with their faculty / college alumni what has been discussed at alliance meetings (excluding confidential information) and solicit feedback for direction or guidance

### **Meetings:**

- Minimum four structured or virtual in person facilitated meetings annually
- As the alliance is advisory, not governance, in scope, meetings will use a trained facilitation-style format with an agenda shared with members in advance. There will be no motions to vote on the agenda, minutes or reports, although the meetings may involve various report presentations, and actions or items requested by the members.

### **Summary Meeting Reports and Action Recommendations:**

- Summary reports with action recommendations shall be recorded chair and provided to alliance members within 10 days of each meeting.

### **Review of UM Black Alliance Terms of Reference:**

- The Terms of Reference will be reviewed, updated and approved by UMBA, based on feedback from alliance members. Changes to this document will not require a vote of approval by council members.

### **Performance measurement of alliance success:**

- The Alliance members will review the Terms of Reference and outlined goals and objectives annually.
- Number of participants registered for events
- Number of attendees
- Continual growth and succession
- Positive program testimonials and stories
- Interested allies

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### **Alliance Member Code of Conduct:**

All alliance members will be expected to follow the following member code of conduct at the beginning of their term.

As a member of the UMBA, I

1. Will make my participation on the UMBA a priority and attend all 4 in-person meetings, recognizing that in extenuating circumstances, you may participate in other ways.
2. Understand I am a volunteer serving the UM Black community without financial remuneration.
3. Am expected to fulfill my role in good faith, with honesty and integrity and in a professional manner.
4. Should avoid putting myself in a conflict of interest or commitment position and must identify it immediately so it can be properly managed.
5. Will not disclose confidential information obtained through my involvement in the Alliance or take action upon some information for my personal gain or benefit; this also applies to former members after they leave the UMBA.
6. Will attend all regularly scheduled alliance meetings insofar as possible, and become informed concerning the issues to be considered at those meetings.
7. Will provide my honest feedback and opinions, and make decisions only after full discussion at alliance meetings.
8. Will encourage the free expression of opinion by all council members and use the proper channels of communication for the exchange of information with students, staff, faculty and community.
9. Will respect the differing points of view of other members, staff, students and the public.
10. Will act as a representative of UMBA on occasion. As such, no member shall discredit, undermine or compromise the integrity of the Alliance, or university by expressing opinions and/or sharing information through social media or otherwise. When using social media, members shall do so responsibly, including an acknowledgement that opinions expressed are those of the individual, not of the UMBA or the university.