

Community Equity Advisory Committee Code of Conduct

Purpose

The Community Equity Advisory Committee (CEAC) is dedicated to fostering an inclusive equitable LDSB community. This Code of Conduct outlines the principles and standards for committee members to ensure that all interactions and activities are conducted with integrity, respect, and professionalism.

1. Commitment to Equity and Inclusion

- **Respect Diversity:** Embrace and value diverse perspectives, backgrounds, and experiences. Promote an environment where all members feel heard and respected.
- **Advocate for Equity:** Prioritize and address systemic inequities within the LDSB community. Work towards solutions that uplift marginalized and underrepresented groups.

2. Professionalism and Integrity

- **Act with Integrity:** Conduct all committee activities with honesty and transparency. Avoid conflicts of interest and disclose any potential biases or personal interests.
- **Maintain Confidentiality:** Respect the confidentiality of sensitive information discussed within the committee. Do not share details without proper authorization.

3. Respectful Communication

- **Engage Constructively:** Communicate respectfully, listen actively, and engage in constructive dialogue. Differences of opinion should be addressed with civility and consideration.
- **Avoid Discrimination:** Refrain from discriminatory language or behavior. Report any instances of discrimination or harassment promptly to the Human Rights and Equity Advisor.

Limestone District School Board

Limestone District School Board is situated on traditional territories of the Anishinaabe and Haudenosaunee.

See Yourself in Limestone

4. Accountability and Responsibility

- **Fulfill Commitments:** Attend meetings regularly, participate actively, and contribute to the committee's work. Notify one of the co- chairs or relevant parties in advance if unable to attend.
- **Honor Commitments:** Follow through on assigned tasks and responsibilities. Be accountable for your actions and decisions as a committee member.

5. Collaborative Approach

- **Foster Teamwork:** Work collaboratively with fellow committee members and community members. Support a cooperative environment where collective goals are prioritized.
- **Seek Consensus:** Strive to build consensus and find common ground. When disagreements arise, approach them with the goal of reaching a resolution that benefits the LDSB community.

6. Continuous Improvement

- **Engage in Self-Reflection:** Regularly reflect on your own practices and biases. Seek feedback and be open to personal growth and development.
- **Commit to Learning:** Stay informed about equity-related issues and best practices. Participate in training and educational opportunities to enhance your effectiveness as a committee member.

7. Student Representatives

- Student members of the CEAC shall represent student voice through their membership of the Committee.
- Student members shall act as a liaison between the committee and Limestone students and shall share information about the activities of the committee with Limestone students, where appropriate.
- Student members can bring pressing issues that affect Limestone students to the notice of the committee. However, student members cannot share specific concerns about another student, staff, or school with the committee. Such concerns should be directed to the school administrator or the Human Rights and Equity Advisor.

8. Compliance with Policies and Laws

- **Follow Policies:** Adhere to all relevant LDSB policies, procedures, and legal requirements. Ensure that the committee's actions comply with applicable laws and regulations.
- **Report Violations:** Report any breaches of this Code of Conduct to the committee chair or designated authority.

9. Acknowledgment

By participating in the Community Equity Advisory Committee, each member agrees to adhere to this Code of Conduct. This commitment helps ensure that our collective efforts effectively advance equity and inclusiveness within our community.

10. Review and Revision

This Code of Conduct will be reviewed annually and revised as necessary to reflect evolving best practices and community needs.