

CPA Human Rights and Social Justice in Psychology Committee: Terms of Reference

Chairs	Ada Sinacore, Kerri Ritchie
Members / Membres	Jim Cresswell Kirby Huminuik Keira Stockdale Alejandra Botia (Student Representative, CPA Board of Directors) Lisa Votta-Bleeker (CPA Staff)
Contact the Committee / Contactez le comité	governance@cpa.ca

An Equity, Diversity and Inclusion (EDI) Task Force was created in 2018 and reported to the Canadian Psychological Association's (CPA's) Board of Directors in 2019 that a Working Group examining equity, diversity and inclusion in psychology needed to be created; this recommendation was accepted and a Working Group on Equity, Diversity and Inclusion was created. In 2019, the Board of Directors finalized the CPA's strategic plan for 2020-2025. Goal 5 within the plan is: to be an association that promotes and models equity, diversity and inclusion in all we do. In 2020, the Board of Directors decided that the working group on equity, diversity, and inclusion would be re-formed into a CPA Committee on Human Rights and Social Justice in Psychology to support the development of strategic planning such that the CPA's policies and activities reflect and inform goal 5 of the strategic plan.

Mandate

1. To identify the intersections between human rights and social justice principles and respond to the ongoing and evolving relevance to the profession and discipline of psychology in its various forms.
2. To envision and actively promote one or more frameworks for the CPA's work in advancing human rights and social justice in the profession and discipline of psychology in its various forms.
3. To identify diverse community stakeholders and organizations/groups that are founded in human rights principles and practices with which to consult and/or collaborate.
4. To interface with the Chairs of the CPA's Committees and the CPA's Sections to develop/support workshops, continuing education, and other activities/resources in the area of human rights and social justice.

Accountability

The Committee is a Standing Committee of the Board of Directors and reports to the Board through the Committee Chair(s).

Membership

The Committee Chair(s) are appointed by the Board of Directors with such functions and duties as the Board of Directors shall establish from time to time. Members of the CPA will be encouraged to apply to the committee; Chair(s) will recruit committee members as needed and appropriate. Applications will be reviewed by the Chairs and committee members and decisions about membership will be made with the aim to populate the committee with diverse members reflective of Canadian society and the CPA. The committee also includes at least one student representative, with the goal of having both graduate and undergraduate representatives.

Committee Size and Membership Term

CPA committees are important membership recruitment and retention vehicles. Inclusive of the Committee's Chair(s), the committee's membership is comprised of 10 members.

Members are appointed for a three (3) year term, renewable for up to three years. The term for student members is up to two (2) years. Membership recruitment and retirement is staggered to ensure continuity and Committee institutional memory.

Responsibilities of Committee Members

Committee members are responsible for pursuing the CPA's vision (outlined in the Strategic Plan) and the goals and terms of reference of the Committee. To this effect, members participate in all discussions pertaining to the work of the Committee and work on projects or issues brought forward by the Committee, the Board of Directors, the Sections, and the members, as appropriate.

Meetings and Reporting

The Committee is active, with communications occurring regularly amongst the Chair(s) and Committee members. Throughout the year communication will take place through virtual meetings and through email correspondence. As part of each meeting, records of decision, tasks and timelines will be documented. Regular communication of the plans and activities of the Committee will be provided to the membership through the Committee's Annual Report to the Annual General Meeting, articles in Psynopsis, information on the website, and to the Board of

Directors through reports at each Board meeting by the Committee Chair(s). The Committee will meet at least four (4) times a year.