

BCASW MULTICULTURALISM AND ANTI-RACISM COMMITTEE

Terms of Reference

Preamble:

Members of the Committee believe that the Terms of Reference should be a dynamic document which needs to be reviewed regularly to reflect the Committee's concern of current issues related to immigration, cultural diversity, religious diversity and anti-racism.

Mission Statement:

The Multiculturalism and Anti-Racism Committee (MARC) is a committee of BCASW which takes an ethno-racial approach to understanding multiculturalism. This ethno-racial approach emphasizes anti-oppressive practice against any form of discrimination based on race, ethnicity, religion and culture.

The functions of MARC are: a) to raise critical awareness by engaging Social Workers and related professionals through on-going dialogue about issues of and beyond multiculturalism including ethno-racial relations, racism, human rights; and, b) to promote delivery of service appropriate to a multiracial, multi-ethnic and religiously diverse society. The committee develops and recommends positions to the BCASW Board for action on specific issues of concern related to these areas.

Goals:

1. To become more knowledgeable and critically aware of issues related to:
 - a) cultural and religious diversity,
 - b) anti-racism,
 - c) decolonization discourses for aboriginal people,
 - d) justice for visible minorities,
 - e) human rights,
 - f) employment equity,
 - g) immigration, refugee and settlement policies,

by discussing policy development and current legislation; coordinating and/or participating in workshops and conferences; representing BCASW on pertinent committees, and monitoring the media.

2. To advocate measures that continue to monitor and sustain BCASW's commitment to policies promoting cultural and religious diversity and anti-racism as reflected in all levels of the organization's policies, structures and practice.

3. To assist the BCASW in promoting issues related to cultural and religious diversity and anti-racism, including helping to remedy inequities with respect to policies and practices, developing positions for BCASW action; and by drafting letters to the media as well as briefs and communications to government departments and other agencies.

4. To enable social workers and other helping professionals to deliver culturally appropriate, culturally sensitive and racially non-discriminatory services by providing in-service training through the organization and facilitation of workshops both for the BCASW AGM and for the general social work community; and by contributing articles to PERSPECTIVES.
5. To encourage networking among helping professionals on multicultural and multiracial issues affecting service delivery.
6. To facilitate discussions with the BC College of Social Workers to support the smooth entry of foreign-trained social workers into the work force.
7. To mentor foreign-trained social workers during their adjustment process by orienting them to the BCASW and the BC College of Social Workers; by inviting them to join MARC; introducing them to similarly interested social workers and social service agencies; by providing them with emotional support during their job search.
8. To maintain a dialogue, through the BCASW, with the Schools of Social Work in regard to advancing their development of a culturally competent, antiracist curriculum by participating in the Schools' standing committees, Curriculum Committee, and review processes.

Revised May, 2015