

**AGRICULTURE UNION
NATIONAL HUMAN RIGHTS COMMITTEE
TERMS OF REFERENCE
January 2026**

1. Title

This committee shall be known as the **Agriculture Union National Human Rights Committee (AUNHRC)**.

2. Mission Statement

The Agriculture Union National Human Rights Committee is committed to advancing equity, inclusion, and human rights for all members. The Committee shall:

- Enhance the Union's commitment to equity by advising, guiding, supporting, and assisting the National Council in addressing emerging human rights and equity issues, including those affecting employee groups not covered under the *Employment Equity Act*.
- Develop and implement diversity, equity, and inclusion initiatives within the Agriculture Union to ensure all members have full and equal access to participation in the Union.
- Promote awareness of equity and human rights issues by providing resources, information, and educational opportunities for all members.
- Support and promote Agriculture Union and Public Service Alliance of Canada (PSAC) initiatives that advance equity, justice, inclusion, and the protection of human rights in our workplaces, communities, and regions, recognizing that strengthening human rights in the broader community empowers and benefits our members.
- Actively participate in Employer–Union committees to advocate for fair, inclusive, and equitable workplace practices.
- Advocate for mental health as a human rights and equity issue by promoting trauma-informed, psychologically safe, and supportive workplaces, and by advising the National Council and Employer–Union committees on policies and initiatives that protect mental well-being, reduce stigma, and ensure equitable access to mental health supports for all members.

3. Committee Composition

The Committee shall consist of ten (10) members:

- **The National Director – Human Rights**
- **The First Alternate National Director – Human Rights**
- One (1) representative from each of the eight (8) regions as outlined in Agriculture Union Regulation 1(a), Section 2(a):
 - Atlantic
 - Quebec
 - National Capital Region
 - Southern Ontario
 - Manitoba & Northwestern Ontario & Nunavut
 - Saskatchewan
 - Alberta & Northwest Territories

- British Columbia & Yukon

Regional committee members and alternates shall be elected at regional seminars in the convention year and shall take office immediately following the Triennial Convention for a term of three (3) years.

If a regional committee member position becomes vacant during the term, the first alternate shall assume the position for the remainder of the term. Vacancies in alternate positions may be filled by election at the next regional seminar.

4. Meetings

In accordance with Agriculture Union Regulation 13, Section 6:

- The Committee shall hold two (2) in-person meetings per cycle (three-year term), each a minimum of two (2) days in duration.
- Quarterly meetings shall be held via virtual means.

5. Relationship to the PSAC National Human Rights Committee

- The **National Director – Human Rights** shall serve as Chairperson of the AUNHRC and as the Agriculture Union representative on the PSAC National Human Rights Committee (NHRC).
- The **First Alternate National Director – Human Rights** shall serve as Alternate Chairperson of the AUNHRC and as the alternate representative to the PSAC NHRC.

6. Roles and Responsibilities

National Director – Human Rights (Chairperson)

The National Director shall:

1. Chair all AUNHRC meetings.
2. Attend PSAC National Human Rights Committee meetings and report to the AUNHRC in a timely manner.
3. Disseminate information related to equity and human rights issues to Committee members.
4. Liaise with regional representatives and alternates.
5. Request financial statements for the AUNHRC as required and share them with the Committee.
6. Present AUNHRC updates at each National Council meeting (twice per year).
7. Submit an annual report to the National Council and an end-of-cycle report to the National Convention.
8. Draft recommendations to the National Executive and/or National Council on issues affecting Agriculture Union members.
9. Ensure the AUNHRC section of the Agriculture Union website is current.
10. Coordinate with the Agriculture Union Administration Officer and/or Service Officer to ensure logistical preparations for meetings, including:
 - Translation and interpretation
 - Virtual meeting coordination
 - Advance cheques
 - Accommodation, meeting space, and transportation

First Alternate National Director – Human Rights

The First Alternate shall:

1. Collaborate with the National Director as required and assume all duties of the Director in their absence or in the event of a vacancy.
2. Support the administrative functions of the AUNHRC, including recording meetings and maintaining records.
3. Assist in drafting agendas for in-person meetings.

Committee Members

Committee members shall:

1. Educate and engage Agriculture Union members on human rights issues and advocate for related initiatives across all levels of PSAC, including supporting resolutions that advance equity and human rights.
2. Provide leadership, information, and advice to locals and members within their region on human rights matters.
3. Establish and maintain regional human rights contact lists.
4. Work within their regions to raise awareness of human rights issues and support relevant community organizations and actions.
5. Provide regional updates to the National Director for National Council reporting and submit written regional reports at in-person AUNHRC meetings.
6. Participate in human rights education and training opportunities within their regions.
7. Deliver an annual presentation at regional seminars on topics identified by the AUNHRC.
8. Participate in regional PSAC committees related to human rights.
9. Collaborate as a committee to develop initiatives supporting all equity-deserving groups.
10. In the absence of the National Director and alternates, elect or select a Committee member to serve as Chairperson for the meeting.
11. Work closely with the Regional Vice-President (RVP) in their region on human rights issues.

7. Alternates

1. When a Committee member is unable to fulfill their duties, the alternate shall assume full responsibilities.
2. Alternates shall be included in all AUNHRC communications and invited to participate in all virtual meetings.
3. Committee members and their alternates may work collaboratively to distribute workload related to human rights responsibilities.