

HEU Equity Standing Committees (ESC) Election Procedures



Introduction

HEU has a strong history as a social justice union. Together we work to end inequity and discrimination in all its forms and to build leadership capacity among HEU members who identify with a designated equity group.

In recognition of the diversity of our union, HEU established six Equity Standing Committees:

1. Indigenous Peoples
2. Ethnic Diversity
3. Pink Triangle (LGBTQ2S+)
4. People with Disabilities
5. 2-spirit, Women and Non-Binary
6. Young Workers (under 33)

Committee Composition

Each committee is made up of seven (7) members and seven (7) alternates who self-identify with the equity-seeking group the committee represents. Working with HEU's equity officers these committees provide outreach and advocacy to HEU members and work in solidarity with other social justice groups and the union movement.

Equity Standing Committee members

There are two ways to become a member of the Equity Standing Committee:

1. Four (4) members and four (4) alternates for each committee are elected at HEU's Equity Conference.
2. The remaining three (3) positions and three (3) alternates are selected through an expression of interest process. All interested HEU equity-seeking members may apply to become an equity standing committee member.

Applications are available on the HEU website <https://www.heu.org/equity-standing-committees> and must be returned to Provincial Office by **5:00 pm, Thursday, March 31, 2022**

3. The Chair, Vice-Chair, and Secretary position will be elected/selected at the first meeting of the committee.

Election procedures

- Four (4) members and four (4) alternates for each committee are elected at HEU's Equity Conference.
- Committee members are elected in each equity caucus, by ballot (electronic or paper).
- Each committee position must receive 50% + 1 ballots in order to be elected to the committee.
 - If the 50%+1 threshold is not met on the first ballot, a second ballot is issued with the top three candidates' names on the ballot.
 - If the 50%+1 threshold is not met on the second ballot, a third ballot is issued with the top two candidates' names.
 - In the event of a tie (at any point in the above process), a separate ballot between the members in the tie position will be taken. To break the tie, the successful candidate must receive 50% + 1 of the ballots. Once the tie breaker is determined, then the above procedure continues.
- The same procedure will be used for the alternate positions

Nominations:

- Members interested in running for a position on the Equity Standing Committee, will have an opportunity prior to the election to declare their intent and will have up to two (2) minutes to speak to the caucus.
- This process takes place before the start of the election.
- Members may declare their intention to run for a position after elections have begun, however, they will not be given the opportunity to speak to the caucus.

