



Equitable Action for Change

Address: 6 Trinity Square, 2nd Floor. Toronto, Ontario M5G 1B1

Telephone: 416-518-4824

Email: executivedirector@equitablenow.ca

Website: www.equitablenow.ca

Board Member Roles and Responsibilities

About Equitable Action For Change

Equitable Action for Change is a Black created, led not-for-profit multiservice agency that works from a peer-led, culturally-informed, trauma-informed, harm reduction model. We provide free, confidential and accessible services to Black-Identifying (Black Indigenous, Afro-Indigenous, African, Caribbean, Black (ACB)...), LGBTTIQQ2SA, sex worker, drug user, substance use challenged, homeless, living rough, unsheltered, intermittently housed communities of Toronto. We support vulnerable communities who hold multiple identities and face various intersectional challenges.

The role of the board is to:

- Establish the mission, goals and policies of the organization, what we should accomplish and how we should conduct ourselves in the process.
- Develop a long-range plan for the organization; define our strategy and a time frame for achievement of our goals.
- Ensure the long term financial stability and strength of the organization, develop and maintain sources of income to provide for the continuing operation of the organization.
- Ensure the long term organizational stability and strength of the organization, bring into the organization individuals with the necessary abilities to lead and manage the organization in the future.
- Maintain the integrity, independence and ideals of the organization; do not allow individuals or organizations to compromise these principles.
- Hire and develop an executive director to manage the operations of the organization.
- Exercise management oversight of the executive director and the operations, approve annual budgets, review operating and financial results, audit for compliance with internal policies and external requirements, review performance against goals.

The responsibilities of a board member are to:

- Be committed to the mission, goals and policies of the organization.
- Participate in meetings
- Perform the functions and work of the board to the best of one's ability.
- Recommend others who could serve on the board or be of particular value to the organization in other capacities.
- Avoid any conflicts of interest and situations that would compromise the principles of the organization or lead to the perception of compromise.
- Be knowledgeable about the organization, the programs and services it provides and the communities in which it operates.