



TERMS OF REFERENCE

1. NAME: "Rainbow Health Network (RHN)"
2. VISION: "Our vision is the optimal health and wellness of people and communities of all gender identities and sexual orientations, as well as intersex people. This includes – and is not limited to - Lesbian, Gay, Bisexual, Intersex, Two-Spirit, Transsexual, Transgender, Queer and Questioning people and our allies."
3. MISSION: "The Rainbow Health Network is a catalyst and a resource for activities promoting the health and wellness of people of diverse sexual orientations and gender identities, in Toronto and beyond. We are committed to equity-based, community-based, anti-racism and anti-oppression values. We strive for representation of the full diversity of our communities and commit to building partnerships to achieve this goal.

As a volunteer network with limited resources, our activities are focused primarily in Toronto, and our advocacy and lobbying primarily in Ontario. However, since issues of sexual and gender diversity cross all boundaries, we are open to sharing information and support across provincial and national borders."

5. OBJECTIVES:

- Networking: Create and sustain an accessible, inclusive network of volunteers committed to promoting LGBTTT health and wellness, through the RHN listserv and website. Create opportunities for exchange of information and resources, and for collaboration.
- Education: Create educational resources and provide public education and health professional education. Act as a resource to health and social service providers, community groups, researchers and academics.
- Advocacy: Advocate with governments, agencies, and the public on initiatives regarding health and wellness needs, strengths and priorities of LGBTTT people.
- Equity: Work toward increasing access, equity and inclusion in health and social services. Create partnerships to address health disparities experienced by LGBTTT people who are further marginalized by oppression, such as racism, sexism, ableism and classism.

6. MEMBERSHIP CRITERIA AND VOTING ELIGIBILITY

- RHN members are those persons who are on the RHN listserv. The criteria for membership are: agreement with Mission, Vision and Objectives, Netiquette Guidelines, Members' Guidelines, and Anti-Racism, Access and Equity Policy.

- All members have voting rights at the Annual General Meeting, following 3 months of membership. Listserv Secretary can print a list of members and when they joined, to verify. RHN maintains various listservs specific to committees and a FaceBook Group. Persons who wish to join only a committee listserv or the FaceBook Group and not the main RHN listserv are not RHN members and cannot vote.

7. COMMITTEE ROLES AND RESPONSIBILITIES:

- Steering Committee: To support, facilitate and play a leading role in Rainbow Health Network's work. As well as provide a structure for strategic planning and decision-making. Areas of focus include: political advocacy, event planning, fundraising, communications, website, project management, and community partnerships.
- Steering Committee meetings are open public meetings and invitations are sent to all members via the listserv. **For further information see Steering Committee Terms of Reference.**
- Listserv Committee: The function is to administer the listserv, including adding new members and distributing the Netiquette Guidelines.
- Other working committees and groups are formed as appropriate, for projects and ongoing work. Chairs are selected by the committee members.
- Committee Chairs report at the Steering Committee meetings and at the Annual General Meeting. Decisions or statements made by committees on behalf of RHN need to be approved at the Steering Committee meeting or, if necessary, by the Steering Committee via email between meetings.

8. PROCESS TO ELECT THE STEERING COMMITTEE

- Call for applications is publicized widely
- A Nomination Committee (3 people) is selected by the Steering Committee, composed of Steering Committee members and community members.
- Nomination Committee interviews the applicants and makes recommendations to fill the vacancies.
- Steering Committee members are elected at the Annual General Meeting
- There are no nominations from the floor
- Timeframe: posted for approximately one month, 2 weeks allocated for interviews.

9. PROCESS TO AMEND THE TERMS OF REFERENCE

- The RHN terms of reference shall be reviewed annually from the date of approval. They may be altered to meet the current needs of RHN, by agreement of the majority of Steering Committee members (50% plus 1). Notice of changes to the terms of reference will be sent to the membership (listserv) prior to the AGM, to be approved and adopted by the membership at the AGM.

Approval Date: November 2009