



# Equity and Anti-Oppression Circle

## Key Points

*This diverse circle of people will offer feedback and advice on programs, policies, processes, and resources that will deepen the United Church's commitments to equity and anti-oppression.*

**Vacancies:** 4–6 members

**Key skills:** Lived experience and/or background with the United Church's equity commitments. Passion for furthering the church's work on anti-oppression. Good communication, animation, or analytical skills along with skills in interpersonal relations, group conflict resolution, and working in the midst of cultural diversity.

**Meeting expectations:** 1 in person during the 3-year term, 3–4 online annually. Additional working group assignments as needed.

## About this Appointed Member Opportunity

### Mandate

The Equity and Anti-Oppression Circle will offer feedback and advice focused on uplifting the United Church's [specific commitments to equity](#). This group is not necessarily focused on one specific equity commitment alone; rather, it will engage with how all of the different equity commitments are being collectively lived out in national church life. This work on equity might relate to governance and committees, to education, to programs, policies, and/or processes.

Examples of the work might include engaging with the church's Equity Aspirations; the church's Education, Diversity, and Anti-Oppression (EDA) education for national committees; supporting neurodiversity; as well as other aspects of the church's life. This group's work will also include engaging [Toward 2035](#), and supporting congregations in furthering their engagement in anti-racism work.

The work of the Equity and Anti-Oppression Circle is guided by the United Church's [commitments to equity](#), which include commitments related to:

- Sexual orientation and gender identity
- Becoming an anti-racist and intercultural church
- Functional bilingualism and francophone ministries
- Accessibility and the full participation of people with disabilities
- The Indigenous Church and the rights of Indigenous peoples
- Youth and young adults aged 30 and under

- Opposing discrimination of any kind based on identity

Members of the Equity and Anti-Oppression Circle will be aware, in broad terms, of what these policies name and their relationship to questions of equity. There will be a time of orientation, and education, related to these policies early in the term for committee members.

The Equity and Anti-Oppression Circle is accountable to the Executive of the General Council (GCE).

### **Membership**

The Equity and Anti-Oppression Circle will have an overall membership of 4–6 people (not including staff) appointed by the General Council Executive through the church’s nominations process. The Anti-Racism and Equity Lead is the staff resource to the Equity and Anti-Oppression Circle.

### **Member Skills and Experience**

We are seeking people who have experience with any of the church’s equity commitments or more broadly around anti-oppression, whether through volunteering, employment, education, and/or lived experience. Members will have good communication, animation, or analytical skills and have strong skills in interpersonal relations, group conflict resolution, and working in the midst of cultural diversity.

**United Church Relationship:** Active participant

### **Expectations and Term**

- **Online meetings:** 3–4 times per year with additional meetings if needed
- **In-person meetings:** Once per term in late spring of 2026, Toronto
- **Expectations between meetings:** Moderate, but required, reading of materials before meetings start
- **Additional appointment possibilities or expectations:** The Equity and Anti-Oppression Circle may form task groups from time to time that would focus on specific duties; membership for these task groups might include members outside this Circle
- **Appointment term:** May 2026–August 2028 (46th General Council), with the possibility of reappointment for a second term of three years

Additional online meetings may be scheduled depending on the needs and work of the whole group. Members are expected to attend meetings regularly. If members are not able to be at meetings, it is expected that they communicate this clearly and catch up on relevant missed work and conversation via the meeting minutes.

### **For all Elected and Appointed Member Roles**

The following expectations apply to all elected and appointed member roles denominational committees and task groups.

Elected and appointed members will be:

- active in a community of faith or ministry
- committed to the calling of the United Church and willing to discern God's yearnings for this work
- predisposed to collaboration and teamwork
- able to listen and discern
- committed to right relations, the principles of the United Nations Declaration on the Rights of Indigenous Peoples, the vision of becoming an intercultural church, and the journey to becoming an anti-racist denomination
- comfortable with and able to participate in electronic meetings
- able to commit the time required for this responsibility

Elected and appointed members agree to a [Behavioural Covenant](#) as a way of committing to mutual relationships, responsibilities, and accountabilities.

All boards and committees of the General Council play a role in living into the [Call and Vision](#) of the United Church in fulfilling their responsibilities. Boards and committees work in partnership with the General Council Office as it implements the objectives of the Strategic Plan.

### **Equity Commitment**

The United Church is committed to working toward the full participation of people with disabilities; youth and young adults; people who identify as Two Spirit or LGBTQIA+, Indigenous, racialized, or francophone; people active in French ministries; people who speak a primary language other than English or French; and people from marginalized communities not named here. This is a part of the United Church's commitments to equity and self-determination, as well as eliminating barriers and working toward the full participation of all peoples. Individuals with these identities and lived experiences are encouraged to express interest.

To the extent possible, each committee or task group will reflect the broad diversity of the United Church, with particular attention to its equity commitments and the presence of both lay people and ministry personnel from across the geography of the church.

Visit our [opportunities page](#) for information on this and other opportunities.

Use our [online nominations form](#) to nominate someone or express your own interest.

**Deadline: Tuesday March 17, 2026**