



Terms of Reference (ToR)

National Black Disability Coalition (NBDC)

1. Introduction

The National Black Disability Coalition (NBDC) is a groundbreaking initiative led by the ASE Community Foundation for Black Canadians with Disabilities. This national coalition brings together Black-disabled individuals, leaders, researchers, and advocates to challenge systemic barriers, including anti-Black racism, ableism, and gender-based violence. Through collaborative efforts, the collective works to build capacity, elevate knowledge at the intersection of Blackness, disability, and gender, and foster a community of practice among organizations serving Black-disabled populations. The coalition aims to create meaningful and lasting change for Black-disabled communities across Canada by addressing these critical issues.

2. Vision and Mission

Vision

A Canada where Black-disabled people and communities thrive, lead, and are fully engaged—free from systemic barriers and intersectional oppression.

Mission

To build a unified national movement that centers Black-disabled voices and expertise, drives systemic change through advocacy and policy reform, advances Black-disabled-led research and education, and grows sustainable community leadership and capacity.

3. Framework (How We Work)

The National Black Disability Coalition operates on a collaborative, community-based approach rooted in the ASE theoretical framework, which emphasizes Black Disability Feminism, Disability Justice and Black Disability Politics. Our work is structured around strong leadership and active participation, ensuring that decision-making and programming are driven by Black-disabled individuals and community advocates. This framework is



designed to address persistent systemic challenges by supporting Black-disabled communities through targeted advocacy, research, and capacity-building. By leveraging the collective expertise and lived experiences of our members, we strive to dismantle barriers, drive systemic change, and foster a sustainable community of practice.

4. Background (Why It's Necessary)

Persistent systemic challenges—such as anti-Black racism, ableism, and gender-based violence—create compounded barriers for Black-disabled individuals. These intersecting forms of oppression hinder access to opportunities, services, and full community participation. The National Black Disability Coalition was established in recognition of these challenges to provide targeted advocacy, research, and capacity-building tailored to the unique experiences of Black-disabled communities. By addressing these disparities head-on, the coalition works to dismantle systemic barriers and drive meaningful, lasting change for a more equitable society.

5. Coalition Structure

The National Black Disability Coalition is a community-based collective led by an Executive Committee, Affinity Groups, and members across Canada. A Steering Committee of Black-disabled leaders and Black community members met over the last five months to create the structure, framework, purpose, and goals.

There are Affinity Groups that engage with members across Canada and report back to the Executive Committee. Currently, there are three Affinity Groups—Youth, Entrepreneurship, and Research & Policy—with plans to expand membership and create additional groups (e.g., Health and Education) to address further disparities affecting Black-disabled people. This work is driven by the coalition membership of Black-disabled people and community advocates through Affinity Group activities, Executive Committee networking events, and town halls.

The Executive Committee will also host online events, including Career Strategies, Leadership Development Series, Disability Awareness and Technology Sessions, and Black & Disability Networking Panels.

Aligning with the UN Convention on the Rights of People with Disabilities, Black-disabled people will lead this coalition and determine its priorities, goals, and strategies. We aim for



full participation of the Black-disabled community, ensuring that at least 70% of leaders and members self-identify as Black-disabled (diagnosed, undiagnosed, or underdiagnosed). The coalition also welcomes Black parents, caregivers, and guardians, as well as Black and disability community organizations and leaders, as critical advocates and knowledge holders.

Mandate

- **Build a Sustainable Community of Practice:**
Led by Black-disabled leaders and engaged community advocates.
- **Advance Leadership Opportunities:**
Enable Black-disabled individuals to develop leadership confidence and participate in roles across sectors (e.g., decision-making careers, board memberships, government advisory committees).
- **Facilitate Leadership Development and Career Advancement:**
Through informal mentorship, educational seminars, and experiential learning via coalition positions.
- **Build Awareness and Knowledge:**
Address the intersections of anti-Black racism, ableism, and gender-based violence by tackling stigma and systemic oppression.
- **Design Meaningful Engagement Frameworks:**
Incorporate principles from the UN CRPD and Government Disability Strategies to ensure inclusive participation.
- **Collaborate on Research and Policy:**
Engage in projects, scholarly and white papers, and policy statements.
- **Explore Disparities:**
Address the discrepancies experienced by Black-disabled people with multiple identities.

6. Membership & Composition

Process: How to Become a Member, Selection Committee, & Application



Step 1: Application Submission

Interested individuals are invited to complete an application form that gathers essential information about their lived experiences, expertise, and commitment to the coalition's mission and values. This initial step ensures alignment with the goals of advancing Black-disabled leadership and advocacy.

Step 2: Selection Committee Review

A dedicated selection committee—comprising current coalition leaders and key stakeholders—reviews each submitted application. The committee evaluates:

- **Commitment:** The candidate's dedication to advocacy and community building.
- **Alignment:** How well the candidate's experiences and perspectives align with the coalition's mission and goals.
- **Contribution:** The potential impact the candidate can make based on their unique lived experiences and expertise.

Step 3: Interview Process

Following the initial review, selected candidates are invited to participate in an interview process. This stage provides the opportunity to explore the candidate's vision for contributing to the coalition, assess communication skills and collaborative potential, and ensure readiness for active participation in coalition activities and initiatives.

This comprehensive process ensures that the coalition incorporates a broad spectrum of voices and experiences, strengthening its mission to drive systemic change and support Black-disabled communities.

Coalition Members and Leads: Mandate and Goals

- Provide a supportive network that amplifies the voices of Black-disabled communities
- Promote cross-sector collaboration and advocacy
- Contribute to coalition-wide initiatives, including research, advocacy, policy, events, training and development, and community engagement



- Advance opportunities for Black Disabled people across sectors and roles
-

6.1 Steering Committee (November 2024 – April 2025)

- **Purpose:**
Oversee the design and development of the National Black Disability Coalition.
 - **Membership:**
11 members across Canada, all Black and disabled, representing multiple identities and diverse lived experiences.
 - **Composition:**
 - Black-disabled individuals, including entrepreneurs, community members, educators, researchers, organizational leaders, health professionals, and artists.
 - Representatives from Black and Disability Community Organizations and Leadership.
 - **Goals:**
Provide strategic guidance and ensure robust planning for the coalition's formation.
 - **Commitment:**
3 committee meetings over their tenure.
 - **Remuneration:**
\$500 per member.
-

6.2 Executive Committee (May 2025 – November 2025)

- **Purpose:**
Provide strategic and operational leadership during the coalition's formation.



- **Membership:**
10 members representing different regions of Canada. Black-disabled leadership includes the chair, co-chair, secretary, youth representative, and three (3) directors; community organization representation (B3, B3+, and disability organization).
 - **Composition:**
Key leaders responsible for guidance and operational oversight.
 - **Goals:**
 - Guide the implementation of the coalition's mission, vision, and strategic priorities.
 - Coordinate coalition initiatives, events, and campaigns.
 - Manage internal systems, logistics, communications, and timelines.
 - Work closely with Affinity Group Leads to ensure their work aligns with the coalition's overall strategy.
 - Work closely with the ASE Community to report progress, build knowledge, and write statements and papers.
 - **Commitment:**
two (2) monthly meetings, bimonthly meetings with Affinity Groups, three (3) scheduled meetings with Membership, and attending the events.
 - **Remuneration:**
\$1,000 per member.
-

6.3 Affinity Groups Lead (April 2025 – November 2025)

- **Purpose:**
Coordinate thematic affinity groups, drive group-specific initiatives, and report progress, challenges, and outcomes to the Executive Committee Affinity members, and Ase.



- **Membership:**
3 Black-disabled leaders, led by designated Executive Committee members; includes coalition members and external experts relevant to specific thematic areas.
 - **Composition:**
Representation of multiple identities and lived experiences.
 - **Goals:**
 - Foster meaningful engagement that reflects the diverse identities and lived experiences of Black-disabled communities.
 - Address systemic issues through group-specific dialogue, awareness-building, and community-informed advocacy.
 - Create collaborative spaces led by Black-disabled individuals to share knowledge, experiences, and strategies for change.
 - **Commitment:**
Monthly Affinity meetings, attends executive meetings, and attends events.
 - **Remuneration:**
\$1,000 per member.
-

6.4 Affinity Group Membership (April 2025 – November 2025)

- **Purpose:**
Provide open participation and active engagement in thematic affinity groups that support the coalition's mission.
- **Membership:**
Open to all interested Black-disabled individuals who align with the coalition's goals and values. Membership is structured to ensure diverse representation across thematic areas, including:
 - Youth Affinity Group



- Entrepreneurship Affinity Group
- Research & Policy Affinity Group
- Health and/or Education Affinity Group (or any emerging thematic group)
- **Goals:**
 - Foster targeted discussions and initiatives that address systemic challenges specific to each theme.
 - Collaborate on projects, events, and advocacy efforts that build capacity and advance leadership.
 - Contribute to the coalition's overall strategic objectives by reporting group activities, outcomes, and recommendations to the Executive Committee.
- **Commitment:**
 - Attend regular meetings (monthly or bi-monthly, as determined by each affinity group).
 - Actively participate in group projects, initiatives, and reporting processes.
 - Engage in continuous collaboration with Affinity Group Leads and other coalition members.
- **Remuneration:**
 - **Youth Affinity Group Members:** \$500 per member
 - **All Other Affinity Group Members:** \$250 per member

6.5 Members at Large (April 2025 – November 2025)

- **Purpose:**

To welcome and engage all interested Black-disabled individuals, parents, caregivers, guardians, and representatives from Black and disability community



organizations. This membership enriches the coalition's diversity, fosters broad-based advocacy, and enhances collective capacity.

- **Membership:**

Open to all who share the coalition's commitment to advancing Black-disabled leadership, advocacy, and systemic change.

- **Composition:**

Members may include, but are not limited to:

- Black-disabled individuals
- Parents, caregivers, and guardians
- Representatives from Black and disability community organizations
- Critical advocates and knowledge holders committed to the coalition's mission

- **Goals:**

- Actively participate in events, campaigns, roundtables, and other initiatives that align with the coalition's mission.
- Support efforts to address systemic barriers such as anti-Black racism, ableism, and gender-based violence through public education and mobilization.
- Build connections across disability, race, gender, and region to strengthen collective action.
- Provide feedback and guidance to ensure the coalition remains transparent, inclusive, and responsive to community needs.

- **Commitment:**

Active participation in coalition events, town halls, workshops, and collaborative projects.

- **Remuneration:**

No remuneration; participation is voluntary and driven by commitment to the



coalition's goals.

6.6 Accomplices and Advisory Support

Purpose:

The National Black Disability Coalition (NBDC) welcomes the support of non-Black allies who are deeply committed to the coalition's mission of dismantling systemic barriers impacting Black-disabled individuals. While leadership and decision-making power within the coalition remain firmly rooted in Black-disabled communities, we recognize the critical role of active accomplices in advancing equity, disrupting extractive relationships, and supporting sustainable change.

Definition:

Accomplices are individuals or representatives from partner organizations who move beyond performative allyship. They are committed to redistributing power, challenging systemic oppression, and showing up consistently to support Black-disabled leadership—without expectation of reward, recognition, or leadership roles.

Advisory Role:

To ensure that accomplices can contribute meaningfully while respecting the coalition's Black-disabled-centered governance, a dedicated *Advisory Group of Accomplices* may be formed. This group functions as an external support network that:

- Offers technical, strategic, or logistical expertise (e.g., grant writing, accessibility planning, policy development).
- Amplifies coalition efforts through advocacy and communications.
- Supports event planning, capacity-building, and partnership development under the direction of the Executive Committee.

Composition and Participation:

- Members must demonstrate a strong track record of solidarity, anti-racism, and disability justice work.
- Participation is by invitation or application, reviewed by the Executive Committee.



- Advisory members do not hold voting power or formal governance roles within the coalition.
- Participation is voluntary and not remunerated unless otherwise approved by the Executive Committee.

Principles of Engagement:

- Commit to anti-racism, anti-ableism, and anti-oppressive practices.
- Prioritize listening, learning, and stepping back to elevate Black-disabled voices.
- Refrain from using coalition involvement for personal branding, tokenism, or institutional gain.
- Accept accountability and feedback from coalition members and leadership.

This model of engaged accompliceship strengthens the coalition's ability to mobilize broader support while safeguarding the autonomy and leadership of Black-disabled communities. It also creates opportunities for reciprocal learning, cross-sector collaboration, and transformative change.

7. Scope and Authority

The Executive Committee holds authority over operational decision-making, strategic planning, coalition management, outreach, and communications. This includes coordination and oversight of Affinity Groups, coalition initiatives, research, and advocacy activities, as well as recommending and implementing coalition-wide strategic initiatives. All is managed in accordance with the ASE Community Foundation for Black Canadians with Disabilities.

8. Decision-Making Processes

- **Consensus-Based:**
Decision-making prioritizes collective agreement with an emphasis on open dialogue



and collaboration.

- **Voting Procedures:**

- Routine Decisions: Simple majority vote
- Significant Decisions: Two-thirds majority vote required

- **Eligibility to Vote:**

Voting is conducted exclusively by Black-disabled individuals, ensuring decision-making power remains rooted in lived experiences.

- **Representation:**

The Executive Committee, Affinity Groups, and General Membership must consist of at least 70% Black-disabled individuals. Affinity Group Leads must be Black-disabled.

- **Documentation:**

All decision-making processes will be clearly documented, transparent, and shared with the broader membership to ensure accountability and trust.

9. Meeting Frequency & Logistics

- **Steering Committee:** Minimum quarterly meetings.
- **Executive Committee:** Monthly meetings (or more frequent as needed).
- **Affinity Groups:** Regular meetings (monthly or bi-monthly, as determined by each group).
- **Coalition-Wide:** Quarterly town halls, workshops, and an annual symposium.

Meeting Requirements:

- Agendas circulated one week in advance.
- Minutes documented and shared within two weeks following meetings.



- Quorum is defined as 51% attendance (excluding the Chair or Vice-Chair).
-

10. Reporting & Accountability

- Use of Otter.AI for note taking.
 - Impact measurement and pre/post evaluations.
 - Regular quarterly updates from the Coalition Coordinator to the Executive Committee, Affinity Groups, and broader coalition membership.
 - A final comprehensive report detailing progress, finances, impact, strategic direction, and key achievements will be provided to all stakeholders and the ASE Community Foundation.
-

11. Accessibility and Inclusion Commitment

In alignment with the ASE Community Foundation's Integrated Accessibility and Accommodations Standards Policy, the National Black Disability Coalition is fully committed to fostering an inclusive and accessible environment in all its work. Accessibility is a core value embedded in our operations, governance, programming, and communications. The coalition is committed to:

- Full accessibility for all meetings, events, programs, and materials—both in-person and virtual.
- Use of ASL/BASL interpretation, CART/live captioning, accessible document formats, plain language, and alternative communication supports.
- Inclusive scheduling practices that consider time zones, religious observances, disability-related needs, and caregiving responsibilities.
- Delivery of all communication materials in accessible formats (e.g., large print, audio, and digital) upon request.



- Ongoing training for staff, volunteers, and coalition members on:
 - The Accessibility for Ontarians with Disabilities Act (AODA)
 - Anti-Black racism
 - Disability justice
 - Systemic ableism
 - Gender-based violence
- A robust feedback process to support continuous improvement and responsiveness to community accessibility needs.
- Employment and participation practices that prioritize equity, individualized accommodations, and barrier removal.

For more information, please visit the [ASE Community's Accessibility Policy](#).

12. Amendments, Conflict of Interest, and Dissolution

- **Amendments and Annual Review**
 - Annual review of this Terms of Reference by the Executive Committee with Steering Committee input.
 - Changes require two-thirds Steering Committee approval.
 - Amendments will be communicated transparently with coalition membership prior to implementation.
- **Conflict of Interest and Code of Conduct**
 - Members must disclose conflicts of interest and recuse themselves as needed.



- All members are expected to uphold values of respect, equity, integrity, and transparency.
 - There is zero tolerance for discriminatory, abusive, or harmful conduct.
 - **Dissolution**
 - Dissolution requires a two-thirds majority approval from the Executive Committee, following consultation and open dialogue with membership and stakeholders.
 - Coalition assets will be managed in accordance with ASE Community Foundation agreements.
-

13. Clarification of the Executive Committee's Role

The Executive Committee is critically embedded within the coalition's governance and operations, responsible for coordinating and implementing strategies set forth by the Steering Committee. It actively engages and supports Affinity Groups, General Membership, and external partnerships, serving as a pivotal bridge and facilitator rather than as the sole authority. This ensures inclusivity, responsiveness, and balanced governance.

14. Partnership Development

Recognizing that collaboration is key to achieving systemic change, the coalition prioritizes building strong partnerships and networks through:

- **Formal Partnerships**
 - Develop Memoranda of Understanding (MOUs) with aligned organizations, including disability rights groups, community organizations, and academic institutions.
 - Jointly organize events, campaigns, and research projects to amplify shared goals.
- **Networking Events**
 - Host and attend conferences, seminars, and community gatherings that bring together diverse stakeholders.



Create opportunities for cross-sector dialogue and resource sharing.

- **Resource Sharing & Collaboration**
Establish a central database or network directory of partners and experts.
Encourage collaborative grant applications, project co-creation, and knowledge exchange initiatives.

15. Contact Information

Email: manager@asecommunityfoundation.com

Website: asecommunityfoundation.com

To enhance digital visibility and community engagement, the coalition encourages members and allies to:

- **Follow on Social Media:** Stay updated via our official channels on [Instagram](#), [LinkedIn](#).
 - **Subscribe to the Newsletter:** subscribe [here](#)
 - **Share and Engage:** Help amplify our message by sharing posts, event details, and success stories within your networks.
 - **Collaborate:** Interested partners are invited to reach out and explore opportunities for joint events, campaigns, and advocacy initiatives.
-