



## **Membership Policy**

The Centre for Family Equity is a membership-based and community-led organization. We consist of a network of both voting and non-voting members. Engagement and participation are core to the organization and how we function.

Our capacity-building approach means there is a high level of network member engagement in all our projects and activities. We are happy to outline in this membership policy some key policies developed to ensure fairness and transparency at the CFE regarding network member engagement.

### Equal Treatment

- All network members are equally valuable whether one opts to be a voting or a non-voting member. The two options are different roles within the CFE.
- We respect diversity among our members around engagement interests and levels, and value all engagement.
- All policies here apply to all network members whether they are voting or non-voting.

The terms that govern voting members are outlined in our Constitution and By-Laws which are available [here](#). This membership policy document outlines further policies we apply in addition to the terms of our By-Laws for voting members and all members.

Opportunities offered by the CFE may be available to specific groups of members within our member network based on their identities as parents and caregivers and our intersectional equity approach.

- Our work is emergent, and we do not guarantee an equal number of opportunities for all network members.
- No member will be given priority access to a CFE engagement opportunity or role for any reason.

### Peer Researcher and Other Formal Roles

- Formal opportunities such as peer researcher roles are released to all those who are eligible to apply at the same time.

Criteria for peer researcher roles will vary from project to project and there will be a competitive and fair application process with clearly communicated eligibility criteria. CFE staff and our research partners will form a recruitment team and that team will choose peer researchers based on their discretion following the interview and application process.

- Any applicant who is not selected can ask for feedback and this information will be delivered in a capacity-building, respectful, and supportive feedback session.

Peer researcher roles may be available to both CFE network members and members of the broader public.

- In such a case neither the CFE network members nor members of the public will have priority and all applications will be accepted until the application deadline.
- Applications received after the application deadline will not be accepted.
- All those who are not selected for a peer researcher or other role will be notified at the same time.

Peer researchers are technically on contract with the CFE through a research consent form agreement with the CFE and/or the affiliated research institution.

As per our Bylaws – Part 1 – Interpretation (page 3) an employee or contractor of the Society cannot be a [sic: voting] Member.

Those who fill regular roles at the CFE as peer researchers and in other formal roles governed by contracts cease to be voting members for the course of their contract with the CFE. They can remain non-voting network members to receive regular email communications. After a formal role has concluded they can become a voting member after a one-year period.

- Contract work and formal staff opportunities are competitive and posted with transparency to the public.
- CFE members do not have priority access to contract or staff positions and all applicants are treated the same. If a voting CFE member decides to apply for a staff or a contract position, they must remain a non-voting member for a period of one year after the application.
- The CFE is not obliged to hire any CFE network member for contract work being sought.

- Staff, contract workers and those in competitive roles such as peer researcher roles are not voting members and must remain non-voting members for a one-year period after their formal contract with the organization ends.
- CFE staff has the right to reach out to recruit selected network members to participate in various events and represent the organization based on our assessment of skills and abilities, our knowledge of members' interests, and their existing roles within the organization.
- Our privacy policy and all our policies apply to all CFE members both voting and non-voting.
- All network members whether voting or non-voting must uphold the CFE Basis of Unity.