



## **Senate Education Equity Committee (SEEC)**

### **Annual Report**

### **May 1, 2010**

#### **INTRODUCTION**

The Senate Educational Equity Committee is responsible for academic equity-related policy in all matters pertaining to the academic mission of the University.

The responsibilities of the Committee include:

- Assisting in broadening campus community awareness of principles, goals and benefits of educational equity;
- Promoting activities that foster a safe, supportive and inclusive campus community that values diversity;
- Promoting opportunities to share experiences and diverse perspectives among campus members;
- Reviewing and, where necessary, recommending revision to existing policy or the creation of new policy related to educational equity;
- Initiating, recommending and overseeing research to inform the development or implementation of recommendations regarding educational equity-related policy;
- Setting up subcommittees or task forces and inviting such representatives necessary to ensure the participation of equity interest groups at Queen's in the work of the Committee;
- Encouraging and supporting academic units in developing and implementing educational equity plans;
- Receiving reports from the responsible administrative bodies on the effectiveness of the implementation and administration of educational equity-related policy;
- Coordinating the execution of its responsibilities with other bodies at Queen's responsible for equity-related policy and with the officers of the University who have responsibility for the implementation of equity-related policy.
- Report at least annually to the Senate on the work and activities of the Committee

## ACTIVITIES

The SEEC met nine times during the 2009-2010 academic year. The majority of the Committee's focus was reviewing various reports submitted to the SEEC for comment and/or support. The SEEC also finalized the new Educational Equity Policy that was approved by Senate on November 26<sup>th</sup>, 2009 and discussed the distribution and awareness process of the new policy.

In addition to the work mentioned above, the SEEC also:

1. Responded to and discussed programs and reports on campus:
  - a. International Students Report
  - b. A Proposal for Gender Neutral Washrooms at Queen's
  - c. The Human Rights Office Annual Report
  - d. The Student Applicant Census Report 2007/2008
  - e. The Employment Systems Review (Breslauer Report)
  - f. Graduate Student Equity Climate Survey
  
2. Invited guest speakers:
  - a. Gail MacAllister, Equity Officer, presented on the Student Applicant Census Report 2007/2008
  - b. Rod Morrison, Vice Principal, Human Resources and Phil Goldman, Grievance Officer, Faculty Association, presented the Employment Systems Review. Dan Bradshaw and Constance Adamson (JCAA Co-chairs) also attended.
  - c. Usman Mushtaq, SGPS Student Advisor, presented the International Students Report
  - d. Cheryl Sutherland and Meghan Brooks updated the Committee on their research on "Best Practices" and presented *The Antiracist University: Creating a Framework that Works*, a report to the Senate Educational Equity Committee.
  - e. Jean Pfleiderer and Christine Lewington, on behalf of the transgender policy group, presented the policy for Gender Neutral Washrooms at Queen's
  - f. Usman Mushtaq and David Rappaport presented information on the Graduate Student Equity Climate Survey
  - g. Patrick Deane and Charles Sumbler attended to discuss the D.A.R.E. report.
  
3. Discussed general developments on equity, diversity and racism:
  - a. The SEEC sub-committee prepared a response to the Principal's Vision, "Where Next? Toward a University Academic Plan.
  - b. Worked with the Diversity and Equity Taskforce on D.A.R.E. recommendations

## NEW MEMBERSHIP

The SEEC was pleased to have three newly elected members join the Committee. They are: Marsha Singh, Leila Notash and Joyce Mak. Also, the SEEC started off the 2009/10 academic year with a new Vice-Principal (Academic) designate Peggy Watkin, a new AMS representative Sam Boyce and a new SGPS representative Sophia Virani.

## **FUTURE ACTIONS**

The SEEC's future work will focus on the following items:

- Continue to liaise with M. Lewis regarding the "Best Practices" research.
- Involvement with developments on equity, diversity and racism issues on campus.
- Review of the Human Rights Office and the Equity Office annual reports.
- Review of the Aboriginal Council report.
- Continue to liaise with the Diversity and Equity taskforce (DET).
- Work with the Principal's Office and the DET to help in the redesign and reimplementation of the QNS Program.
- Continue to work with the SGS on the Graduate Student Climate Survey.

Respectfully submitted



A. Husain, Chair, SEEC

## **COMMITTEE MEMBERS 2009-2010**

S. Boyce, AMS Representative

I. Bujara, Human Rights Office

A. Girgrah, Office of the Associate Vice-Principal and Dean of Student Affairs

J. Mak, M.P.A. '10

L. Notash, Mechanical and Material Engineering

H. Penning, Equity Office

R. Price, Faculty of Law

M. Reesor, School of Medicine

K. Rudder, Life Sciences

M. Singh, Physics

S. Virani, SGPS Representative

P. Watkin, Office of the VP (Academic)

Chair: A. Husain

Secretary: J. Christie