



Senate Education Equity Committee (SEEC) Annual Report May 15, 2009

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:

- reviewing and, where necessary, recommending revision to existing academic policy or the creation of new policy related to educational equity;
- monitoring and reporting to Senate on the effectiveness of the University in the implementation and administration of educational equity-related policy;
- the initiation and execution of research, as required, to inform the development of or the 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;
- receiving representation from and communicating and sharing equity-related information with the Queen's community;
- 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.

ACTIVITIES

The SEEC met seven times during the 2008-2009 academic year. The majority of the Committee's focus was reviewing the Educational Equity Policy statement and accompanying report. The SEEC separated into four (4) sub-committees: Research and Curriculum; Climate and Environment; Access and Retention; and Processes. The sub-committees researched each theme and the new draft policy was presented to the Committee in May 2008.

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

1. Continued to monitor, discuss and respond to racial incidents on campus:
 - a. Islamophobic incidents on campus
 - b. Responded and supported the QUMSA report
2. Invited guest speakers:
 - a. Magda Lewis, Principal Researcher, "Best Practices"
 - b. Jacob Mantle, ASUS president

3. Responded and discussed programs on campus:
 - a. Intergroup Facilitators Program
 - b. Anti-Racism Week
 - c. Queen's D.A.R.E. Panel
 - d. QNS Competitions
4. Discussed general developments on equity, diversity and racism:
 - a. The SEEC website
 - b. USAT accessibility issues
 - c. Research proposal on "Best Practices"
 - d. The naming of Robert Sutherland Hall
 - e. The Breslauer Report
 - f. The Henry Report recommendations

NEW MEMBERSHIP

The SEEC was pleased to have four newly elected members join the Committee. They are: Heidi Penning, Ronald Price, Matthew Reesor and Katherine Rudder. Also, the SEEC started off the 2008/09 academic year with a new Chair, Adnan Husain, and a new Secretary to the Committee, Jill Christie.

FUTURE ACTIONS

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

- Submit final draft of the Educational Equity policy to Senate.
- 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 D.A.R.E. report.
- Review of the Human Rights Office and the Equity Office annual report.
- Follow up with SORC in October 2009 regarding the Henry report recommendations.
- Work with the Principal's Office to help in the redesign and reimplementation of the QNS Program.
- Comment on the Breslauer report.

Respectfully submitted



A. Husain, Chair, SEEC

COMMITTEE MEMBERS 2008-2009

P. Baxter, Department of Film and Media

I. Bujara, Human Rights Office

K. Bissoondial, Social Issues Commissioner, AMS

K. Eliot, School of Business/Policy Studies/IRC

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

H. Penning, Research Services

R. Price, Faculty of Law

R. Ravishankar, B.Sc. (Hons) '10

M. Reesor, Office of the University Registrar (Admissions)

K. Rudder, Life Sciences

S. St. Clair, AMS Representative

G. Sandhu, Equity Office

C. Sutherland, SGPS Representative

B. Walker, Office of the VP (Academic)

Chair: A. Husain

Secretary: J. Christie