



Equity Matters at Queen's University

April 2015

MESSAGE FROM THE EDITOR

Dear Queen's University
Community Member,

Welcome to the twelfth issue of Equity Matters at Queen's, a bi-monthly electronic newsletter from the Queen's University Equity Office.

The theme of this issue is *Progress and Celebration*. In this issue we will celebrate and acknowledge the accomplishments of members of the Queen's community while also providing updates on Equity and Accessibility initiatives at Queen's University.

In the **Bits and Bites** section we will provide a progress update on the Queen's University Employment Equity Framework. In this update the working groups and their respective leads will be introduced.

Equity in Focus showcases the growth and recent developments of the Young Women at Queen's (YWQ) Employee Resource Group.

Equity in the Community focuses on the recent recipient of the Steve Cutway Accessibility Award. This award was handed out to Access Champions on March 2, 2015.

Thank you for taking the time to read our newsletter. We invite you to share your comments and suggestions for future topics concerning equity at Queen's and beyond. Please contact us at equity@queensu.ca.

- The Equity Office at Queen's University

IN THIS ISSUE

Employment Equity "Bits and Bites": Queen's University Employment Equity Framework - Update

Equity in Focus: Young Women at Queen's (YWQ) – Employee Resource Group

Equity in the Community: The Steve Cutway Accessibility Award - March 2, 2015

Save the Date

**Human Rights
Legislation Group
Meeting
June 8, 2015**

EMPLOYMENT EQUITY: BITS AND BITES

Employment Equity Framework Update

Why a new Employment Equity Framework?

In 2013, the Federal Contractors Program (FCP) underwent some significant changes which prompted Queen's to re-evaluate its strategies for Employment Equity throughout the institution. The new framework calls for a more university-wide engagement to ensure that we continue to foster an environment of inclusivity that enables the university to attract, hire, retain and promote members of equity-seeking groups.

Employment Equity Framework Update:

In the tenth issue of the Equity Matters Newsletter, the rationale and structure of the new Employment Equity Framework was profiled. Since then, the Employment Equity Framework has been reviewed by the Vice-Principal's Operations Committee (VPOC) and has received approval from the Principal and Vice Principal's Executive Committee (PVP). Integral to the new Employment Equity Framework are three working groups, to be led by senior administrators at the university. The three working groups are; **Communication, Training and Awareness**, **Climate and Work-life Cycle** and **Accountability**. At this point in time we are happy to introduce the Leads for each working group. Below is a brief outline of the mandate and key goals for each working group.

Communication, Training and Awareness:

Yvonne Cooper – Director, University Communications (Lead)

- Provide educational opportunities regarding employment equity to improve understanding of equity issues and the university's obligations for Employment Equity compliance
- Develop content for employment equity related publications to educate the university community

Climate and Work-life Cycle:

Laeque Daneshmend – Deputy Provost (Lead)

- Develop strategies for actionable changes to human resources practices and systems to eliminate barriers to the hiring, selection and training of members of equity seeking groups
- Develop initiatives to assist in the retention and promotion of members of equity seeking groups

Accountability:

Al Orth – Associate Vice-Principal, Human Resources (Lead)

- Collect workforce information and conduct workforce data analysis
- Establish short-term and long-term numerical goals.
- Ensure the implementation of special measures and actions to support the achievement of a representative workforce



EQUITY IN FOCUS

Young Women at Queen's (YWQ) Employee Resource Group

In the last issue of the Equity Matters Newsletter we introduced the Young Women at Queen's (YWQ) Employee Resource Group. YWQ is part of the larger Employee Resource Group initiative developed with the goal of promoting the career development of equity seeking groups on campus. YWQ was founded by Meagan Suckling, Marketing and Communications Coordinator in the Faculty of Engineering and Applied Science and Alaine Coschi, Development Coordinator in the Faculty of Engineering and Applied Science.

Working collaboratively with The Equity Office and Human Resources, YWQ has met several times over the course of the last few months and in this time has re-defined its membership definition, constructed a mandate and discussed initial initiatives.

Inclusion: What does "Young Women" mean?

After a robust discussion, it was decided that for the purposes of the YWQ group, "young women" refers to any individual who identifies as such and is not limited to a certain age bracket. YWQ is open to anyone, regardless of gender or age, who supports the particular goals and/or challenges faced by members of this group.

Young Women at Queen's Mandate:

In an effort to develop a YWQ mandate, Emma Sobel, Organizational Development Consultant, led the group in a collaborative and interactive exercise. After much discussion and debate YWQ decided on seven overarching areas of action and interest.

- Build a Professional Community of Women
- Build a Social Community of Women
- Interact and Share Knowledge about Women and Work
- Advocate for Women
- Strategize Career and Professional Development at Queen's
- Create a Framework for Mentorship
- Leverage the System



Young Women at Queen's Initial Initiatives:

At its last meeting, the YWQ group decided on some initial initiatives that will be worked on over the coming weeks and months. These initiatives include the development of a YWQ logo/branding, a YWQ's speakers series and research into mentorship opportunities.

If you would like more information about the Young Women at Queen's group or are interested in becoming involved please contact Megan Suckling at meagan.suckling@queensu.ca

EQUITY IN THE COMMUNITY

The Steve Cutway Accessibility Award

On March 2, 2015 **The Steve Cutway Accessibility Award**, was awarded to **Access Champions**. This award recognizes the outstanding contributions of faculty, staff and students towards advancing accessibility for persons with disabilities at Queen's. Accepting the award on behalf of Access Champions was Ellen Flanagan (OT'14), Sam Wade (OT'15) and Nicole Krasko (OT'15).

Initially founded as a one-time initiative aimed at promoting accessibility and inclusivity for Homecoming 2013, Access Champions has grown to include a wide variety of services all designed to equalize opportunities at Queen's University. Services provided by Access Champions include, guided tours, event support, and connecting people to other services and groups on campus. As stated on their website, Access Champions "find solutions to barriers, one person at a time. We respect the dignity of all people, and work to support equitable access to services and spaces." In a recent *Gazette* article Access Champions founder, Ellen Flanagan, describes what individuals who access services can expect, "what you get is one or two occupational therapy (OT) students who will come and meet you in a really non-medical model kind of way as a student to student and offer some moral support, some guidance with how to access things on campus and essentially just do the thing with you."

Examples of the types of supports and services provided by Access Champions include the following:

- Assisting someone in finding a good route from one place to another on campus
- Attending an event with a person who sometimes experiences social anxiety
- Guiding a community member living with a mobility disability to a guest lecture
- Helping a prospective student become familiar with disability services



Interested in becoming involved with or learning more about Access Champions? Please visit: <http://www.queensu.ca/accesschampions.com>

Access Champions works in partnership with the Queen's University Accessibility Hub. For further information please visit: <http://www.queensu.ca/accessibility/home>

This document is available in alternate formats upon request

CONNECT WITH THE EQUITY OFFICE:

BY EMAIL: EQUITY@QUEENSU.CA

BY PHONE: 613-533-2563

IN PERSON: B513 MACKINTOSH CORRY HALL