

## AMS Equity Plan 2010-2011

The AMS will work to continue to bridge the gap between the student population and issues of equity and anti-oppression presented by the Social Issues Commission. The AMS executive is very committed to making these issues a priority for the agenda of the year, and have already taken steps to ensure that the SIC has the resources available to foster growth in the equity community at Queen's. Below are some of the initiatives and plans that the Social Issues Commission office will push to achieve this year:

### A) Internally

1. Institutionalize equity into strategic planning process
  - Every member of the government and corporation (service) side of the AMS was required to consult with me throughout the strategic planning process. These conversations centered around how to incorporate equity and anti-oppression principles in every initiative of their portfolios.
  - The Social Issues Commission's role as a resource will be more strongly advertised this year, so that volunteers and paid employees access the services that the SIC can offer, in planning their events or figuring out how to deal with situations.
2. Encourage mandatory anti-oppression sessions for all AMS volunteers
  - Every paid staff at the AMS is required to attend mandatory anti-oppression sessions, yet we have tried to encourage each AMS commission to offer an anti-oppression session to their volunteers.
3. Design a series of anti-oppression sessions that are more challenging and discuss specific forms of oppression, for AMS Council
  - These sessions will allow for Council members to go more in depth into what they have learned at the general anti-oppression session. These sessions will be challenging, in that they will ask members attending them to bring together hard concepts that have only been introduced in the general anti-oppression session. This will help members engage with the materials in the hope of furthering dialogue regarding things that may come up during the year (example: cultural appropriation, homotransphobia, racism, within the AMS). The purpose of this initiative is ultimately to further Council members' understandings of anti-oppression before making any decisions during the year, which may affect our commitment to equity within the society.
  - This initiative will be planned this year and implemented next year, and will involve the input of members of the community (example: Positive Space, Human Rights office, etc.).
4. Incorporate a commitment to equity and anti-oppression in the AMS website, as well as other statements such as our recognition of the Aboriginal land that this University has been built on.

- Statements like the latter would have to be approved by AMS Assembly if they are to speak on behalf of the AMS as a whole (rather than just the AMS Executive, or AMS Council).

## B) Externally

1. Work in partnership with other advocacy groups on campus and in Kingston
  - This will allow for better lines of communication to be created, but more importantly, it will allow for more collaboration between SIC committees and organizations that have stronger and more extensive institutional memory.
2. Anti-oppression jam sessions
  - These sessions will be organized by SIC members and open to all members of the Queen's community. They will be done in collaboration with individuals, professors and organizations committed to anti-oppression. The topics will be for each group to decide, and they can range from the culture of whiteness at Queen's to cultural appropriation.
  - These sessions are meant to provide forums of discussion and learning for Queen's members, stimulating dialogue and conversation on issues that affect marginalized identities on this campus *every* day.
  - There will be four sessions this year and will be given during the winter semester.
3. SIC Newsletter
  - The SIC Newsletter is another attempt to engage students and reach out to them. The SIC's outreach methods need to be widened, and the newsletter will offer an opportunity for committees and organizations to promote their events, but also to create a safe space in which pieces on equity and anti-oppression can be written and distributed.
  - The newsletter will be put together by the SIC Interns, and the issues will come monthly, starting in December.