

SGPS Equity Plan 2010-2011

This year's SGPS executive and staff are committed to ensuring that the SGPS abides by equitable principles both internally and externally. The SGPS Equity Team specifically works to inform SGPS responses to policies, initiatives, and actions. Through consultation with the Executive, this Team has created an Equity Plan for the 2010-2011 academic year. Over the course of our term, we hope to:

1. Institutionalize equity within the structure of the Society
To ensure a constant communication regarding equity between all levels and sectors of the Society we are implementing:
 - i. mandatory attendance of the Equity Coordinator at Social Committee discussions
 - ii. bi-weekly meetings between the Equity Commissioner and the President
 - iii. monthly attendance of the Equity Commissioner at Executive meetings
2. Implement mandatory anti-oppression training for all SGPS employees
In conjunction with the Human Rights Office, the SGPS has instituted mandatory anti-oppression training for all executive and staff of the SGPS. The workshop consists of a general introduction to anti-oppression, analysis of anti-racism and sexual and gender diversity action, and discussion of SGPS-relevant scenarios.
3. Write various initiatives into SGPS policy
Given the year-long nature of most SGPS positions, ensuring sustainability of initiatives can be difficult. To this end, the Equity Team will be working with the Executive Director throughout the year on various SGPS policies regarding the institutionalization of communication, mandatory anti-oppression training, and accessible and equitable job descriptions.
4. Enhance the knowledge of our membership regarding equity-related policies and events at Queen's
To ensure better communication between the Equity Team and SGPS membership we are developing equity-related material as intrinsic to the SGPS website. This includes: a calendar of anti-oppression events at Queen's, links to various activist organizations at Queen's and in the greater Kingston community, and an overview of various equity-related policy initiatives that the Society and/or University are developing.
5. Strengthen the relationship between anti-oppression activists on campus and the SGPS membership through further developing the Equity Issues Standing Committee

This group, which meets monthly, is a consensus-based, non-hierarchical coalition that seeks to foster communication between Committee members concerning important anti-oppression events and policies, as well as provide a forum where we can support each other's initiatives. Any SGPS members at large can email the Equity Commissioner or Equity Coordinator to be a part of this Committee.

6. Create, with the Rector and AMS Social Issue Commissioner, a Coalition to address University policy issues that may have equity-related ramifications
This group, chaired by the Rector, will discuss common interests that various equity minded student leaders have with Academic Planning, for instance. We will seek to inform SCAD of our concerns regarding Queen's "tradition," issues related to internationalization, and diversifying our curriculum. We envision reciprocal support with the Diversity and Equity Taskforce (DET) in this regard.
7. Work in partnership with various anti-oppression scholars and organizations at Queen's to implement an Equity Climate Survey
In response to recent case evidence of inequities experienced by our student community, we hope to gain insight on any attitudinal and/or systemic barriers to our members' quality of life on campus, and on potential ways we might redress these.
8. Increase awareness of oppression at Queen's University through various campaigns and events. We:
 - i. successfully organized an event for Persons Day
 - ii. are working in conjunction with the Human Rights Office and PSAC Local 901 on an Accent Discrimination Campaign
 - iii. are developing a TA/TF anti-oppressive pedagogy reading group in the coming weeks