



Senate Educational Equity Committee (SEEC)

Annual Report

May 1, 2011

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 eight times during the 2010-2011 academic year. The majority of the Committee's focus was reviewing various reports submitted to the SEEC for comment and/or support. These reports included:

1. The Antiracist University: Creating a Framework that Works
2. A Proposal for Gender Neutral Washrooms (GNW) at Queen's
3. The Human Rights Office Annual Report
4. The Proposal to Change the Compositions of the Aboriginal Council of Queen's University

In addition to the work mentioned above, the SEEC also discussed programs, policies and initiatives on campus, such as:

1. The Queen's University Quality Assurance Program (QUQAP)
2. The Student Applicant Equity Census
3. The USAB ruling concerning Nursing
4. The Equity Office Self-Study Template
5. The Graduate Student Equity Climate Survey
6. The Campaign Against Accent Discrimination
7. The Academic Plan
8. The Harassment and Discrimination Policy

To discuss the above reports, programs, policies and initiatives the SEEC invited:

1. G. Smith, Chair of the Council on Employment Equity to attend the October 2010 SEEC meeting.
2. S. Anderson, Assistant Director for the Queen's University International Centre (QUIC), to attend the January meeting to discuss issues that arise for the international exchange students, undergraduate students and graduate students.
3. R. Coupland, Assistant to the University Registrar and H. Penning, Equity Officer in the Equity Office, to the February meeting to discuss the new changes to the *Student Applicant Equity Census*.
4. C. Prouse, Equity Commissioner for the SGPS, to discuss the campaign against accent discrimination at the February meeting.
5. D. Stockley, Acting Director of the Centre for Teaching and Learning, to attend the April SEEC meeting to talk about her article, [Talking About Communication](#), that was published in *The Journal* in October 2010.
6. J. Dixon, Associate Provost (International) to join the May SEEC meeting to talk about the internationalization process.

The SEEC also provided feedback, in the form of a letter, in response to the reports, programs, policies and initiatives, to:

1. The Senate for the HRO Report, the Proposal to Change the Compositions of the Aboriginal Council of Queen's University and for the USAB referral concerning Nursing.
2. The Provost and Vice Principal (Academic) and the Vice Principal (Finance and Administration) for the GNW proposal.
3. The Provost and Vice Principal (Academic) regarding the *Anti-Racist University: Creating a Framework that Works*.
4. The Associate Provost (International) John Dixon in regards to international students.
5. The Chair of SCAD regarding the QUQAP.

NEW MEMBERSHIP

The SEEC was pleased to have five newly elected members join the Committee. They were: N. Deshpande, A. Foo, C. Hoessler, C. Morrison, and M. Zulkernine. Also, the SEEC started off the 2010/11 academic year with a new Chair, L. Notash, a new Provost and Vice-Principal (Academic) designate, A. Husain, a new AMS representative, D. Davila Aquije and a new SGPS representative, A.M. Grondin.

FUTURE ACTIONS

The SEEC's future work will focus on:

- Reviewing the "Best Practices" research by M. Lewis.
- Commenting on the Aboriginal Council report.
- Ensuring equity is included in the QUQAP template.
- Providing feedback to the Equity Office on the Student Applicant Equity Census results.
- Working with the Principal's Office to help in the redesign and reimplementation of the QNS Program.
- Collaborating with the SGPS on the Graduate Student Climate Survey.
- Working with the Council on Employment Equity
- Provide feedback on the internationalization plan of the University as it is developed.

Respectfully submitted,



L. Notash, Ph.D., P.Eng
Chair, Senate Educational Equity Committee

SEEC Members 2010/2011

I. Bujara, Human Rights Office
D. Dávila Aquije, AMS Representative
N. Deshpande, School of Rehabilitation Therapy
A. Foo, NCIC Clinical Trials Group
A. Girgrah, Office of the AVP and Dean of Student Affairs
A.M. Grondin, SGPS

C. Hoessler, Grad representative
A. Husain, Provost and VP Office
C. Morrison, Faculty of Education
C. Pilgrim, Undergrad representation
M. Singh, Physics
M. Zulkernine, School of Computing and Electrical and Comp.

Chair: L. Notash
Secretary: J. Christie