

ABOUT SSMU EQUITY

VI. All Students' Society endeavours shall be undertaken with full respect for human dignity and without discrimination on the basis of irrelevant personal characteristics that include but are not limited to race, national or ethnic origin, colour, religion, sex, gender identification, age, mental or physical disability, language, sexual orientation or social class.

–Preamble of the SSMU Constitution

As such, SSMU Equity...

- Fosters an understanding of equity as an active process through which individuals, institutions and cultures recognize historical and current bias and oppression, deconstruct this bias and oppression, and take pro-active steps to challenge privileged actions, attitudes and assumptions.
- Dedicates itself to assisting students through any inequitable conflict and representing student interests in equity issues on campus.
- Ensures that all SSMU funded and affiliated activities and organizations are accountable to SSMU and operate equitably.
- Collaborates with other equity groups and offices on campus.

MCGILL RESOURCES

Black Students' Network (BSN)

www.ssmu.mcgill.ca/bsn

Chaplaincy Services

www.mcgill.ca/chaplaincy

Counselling Services

www.mcgill.ca/counselling

First Peoples' House

www.mcgill.ca/fph

Harassment, Sexual Harassment and Discrimination Assessors

www.mcgill.ca/harass

International Student Services

www.mcgill.ca/internationalstudents

McGill Legal Information Clinic

www.mlic.mcgill.ca

Mental Health Services

www.mcgill.ca/mentalhealth

Office for Students with Disabilities (OSD)

www.mcgill.ca/osd

Office of the Ombudsperson

www.mcgill.ca/ombudsperson

Queer McGill (QM)

www.queermcgill.ca

Sexual Assault Centre of the McGill Students' Society (SACOMSS)

www.sacomss.org

Social Equity and Diversity Education Office (SEDE)

www.mcgill.ca/equity_diversity

Union for Gender Empowerment (UGE)

www.unionforgenderempowerment.wordpress.com



A GUIDE TO SSMU EQUITY

The mandate of the Student Equity Committee is to confront historical and current inequities at McGill through active engagement and public education in agreement with Student Society of McGill University's policy on equality and social justice.

SSMU Equity Commissioner

Brown Student Services Building
3600 McTavish, Suite 1200
Montreal, QC H3A 1Y2

equity.com@ssmu.mcgill.ca

equity.outreach@ssmu.mcgill.ca

www.ssmu.mcgill.ca/about/ssmu-equity

www.facebook.com/ssmu.equity

FILING AN EQUITY COMPLAINT AT MCGILL

1. Read the Equity Policy (available on the SSMU Equity website), and assess the situation.

- Is the problem one that SSMU has the power to resolve?
- Is the issue an interpersonal or political one that may not require SSMU involvement?
- Is there an imbalance of power involved? This is a central component of inequity.
- Did this event occur within the last calendar year? SSMU Equity may only address complaints in regard to incidents from the current calendar year.

2. Submit an Equity Complaint.

If you still feel that your concern relates to SSMU Equity, complete and submit an Equity Complaint Form at:

www.ssmu.mcgill.ca/about/ssmu-equity

Expect a confirmation of receipt email within a week's time.

FILING AN EQUITY COMPLAINT AT MCGILL

3. Await processing.

Depending on the number of current complaints, response time may vary. Please be patient and know that every complaint is treated with the highest level of seriousness, confidentiality, and commitment.

The Equity Commissioner and the Equity Officers fully discuss, investigate, and evaluate each complaint individually. Equity Officers are three members of the SSMU Executive Committee who are responsible for receiving and investigating equity complaints in consultation with the Student Equity Committee.

4. Dissatisfied? Appeal.

If, after the Equity Officers have responded to your complaint, you feel that your concern has not been adequately addressed, please note that the Equity Officers' decision is a recommendation only, and not a binding decision. Any final action will be undertaken by another body, such as the Student Council, and in extreme cases, the police.

EQUITY TERMS

Oppression: the exercise of power by a group of people over another group of people with specific consideration of cultural, historical, and living legacies.

Privilege: a benefit, right, advantage, or immunity usually allocated to and held by a small group of persons to the disadvantage of others.

Marginalization: the creation of a dominant group of people, which is defined as the "normal" group, creating classes of people who do not fit into the dominant group.

Disadvantage: when a group or person is denied access to resources and opportunities, respect, and/or safety of person.

Discrimination: the differential treatment of an individual, typically to their disadvantage.

Harassment: an overt act of discrimination.

Minority: a group or individual having little power or representation relative to other groups within society.

Complaint: a formal written declaration of a violation of the Equity Policy to the Equity Officers.

Claimant: the person or group, which has experienced the alleged discrimination and/or harassment.

Respondent: the party against whom a Complaint is brought.

Consultation: the initiation of a proactive dialogue between all parties Concerned in an equity issue, to be facilitated by at least one of the Equity Commissioners in Consultation with the Committee.

Concern: the informal identification, written or unwritten, in violation of the Equity Policy in a situation of inequity in the context of the SSMU.