

Residences Anti-Oppression Programming Project Sustainability
Projects Fund Application

Budget Requested: \$65,250

Date Submitted: November 18th, 2013

Applicant/Project Leader:

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Student Housing and Hospitality Services

Project theme(s):

Community & Social Justice

Project Group:

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Project Overview Project

summary:

For the last couple of years, there has been a tremendous amount of work done on campus to better support equity initiatives at McGill University. Examples include the revision of the Sexual Harassment, Harassment, & Discrimination Policy, the introduction of an Equity Fund at SSMU, the development of an Indigenous Studies Minor, and the creation of the McGill Equity & Community Engagement Award. This increased traction has created many important links between community groups on campus.

McGill residences have also made many strides in this area. However, due to the unique needs of the community, there is significant room for sustained anti-oppression support. Residences are the first introduction for thousands of McGill students to independent living. The transition to university can be difficult and students are not always equipped to deal with issues of discrimination and harassment. In the 2011 Diversity Survey, 20% of students stated that they had experienced 'somewhat to very much' discrimination on any basis, whether due to language, race, ability, gender, etc. Students of colour noticeably experienced more discrimination than their white peers (Mendelson 2011). Further, the McGill Diversity & Equity Research Lab is investigating experiences of racism within residences. It is thus important to ensure that students, floor fellows and staff have the tools and knowledge to effectively and proactively address these issues as they arise.

Currently, Rez Project serves as the primary source of anti-oppression training for students: a single session focusing predominantly on consent & sexual identity. This programme has evolved significantly from its creation 10 years ago to integrate discussions of intersectionality. However, it is limited in that it is currently the only time where students are formally introduced to these concepts within a residence structure. Equity training and a consistent presence throughout the academic year will facilitate an integrated learning process.

To quote the Residence Life 2010 strategic plan, "We must develop a welcoming and supportive place for all wanting to be successful students and positive community members. To do this, we must suspend the assumption that we

are already successful in this effort and utilize assessment and continuous self-evaluation to gain a true picture.” (Residence Life 2010) Below is an overview of a project proposal on how to sustainably address these issues:

- Build-on existing anti-oppression training for all residence students through collaboration with SEDE, Student Services, SSMU Equity, and other anti-oppression units at McGill. Training will be supplemented with workshops, discussion groups & movie screenings
 - o Develop a Race & Religion Rez Project with support material for subsequent years
 - o Ensure that Floor Fellows, Dons, & Rez Life staff attend mandatory anti-oppression training prior to move-in.
 - o Provide ‘refresher’ training at the beginning of the 2nd semester
 - Compile anti-oppression resources for all students & staff which will be continuously available within residences. Additional resources will be stored in the Residence Life office.
 - o Liaise with community groups such as Office for Students with Disabilities, SSMU, & QPIRG
 - o Review and synthesise racism-related campus resources to present a summary report on the ‘State of Campus Diversity & Inclusion’
 - Create a residence Equity Policy:
 - o Pro-active equity guidelines for events in residences (e.g. Halloween & racist costumes)
 - Training provided for the Inter-Residence Council -
- Development of an ‘Equity & Residence Life at McGill’ report template.
- Create a 3-year timeline for the implementation and review of the project.
 - o Creation of a longitudinal study which will track the impact of anti-oppression training within residences.
 - Support the Office of Sustainability in the development of mechanisms to better support the Office of Sustainability.

As planned, this position will become obsolete after the year mandate. By consulting and collaborating with multiple campus groups such as SEDE, SSMU, Queer McGill, the responsibility of the sustainability of the project will be anchored in multiple units. Although much of the structure is in place to ensure the long-term sustainability of antioppression within residences, it is crucial that the work capacity is created to ensure that a baseline of expertise is available in future years. Finally, through the careful institutionalisation of resources and information into positions within the Residence Life structure and SEDE, equity will be embedded into the very structure of residences and normalised in practice.

Project eligibility:

- 1) **Human Sustainability:** “Human sustainability means maintaining human capital. Human capital is a private good of individuals, rather than between individuals or societies. The health, education, skills, knowledge, leadership and access to services constitute human capital.”(Goodland 2002)
 - a. Equip students and staff to address issues of equity & social sustainability throughout their time at McGill through resource development and dissemination
- 2) **Social Inclusion Sustainability:** The “participation of the disadvantaged into mainstream benefits and opportunities...” (Bhatti 2005)
 - a. Provide support resources for first-year students from marginalised backgrounds
 - b. Connect first-year students with community groups and networks who work towards creating a more equitable culture at McGill
- 3) **Institutional Sustainability:** Develop mechanisms for review & accountability to ensure integration into McGill units for long-term viability.

Stakeholders:

Please see the attached letters of support & commitment from the following individuals, associations and groups around the University:

SEDE, SSMU Equity, Queer McGill, Mathieu LaPerle (Senior Director of Student Housing and Hospitality Services),

Jana Luker (the Executive Director of Student Services), Lydia White (Associate Provost, Policy, Procedure & Equity)

Project Implementation

Timeframe/Milestones:

- This project will be developed and implemented over a year period starting around December 1st, 2013 and ending December 1st 2014.
- December 2013 will be used to liaise with different campus groups.
 - Winter 2014 – Summer 2014 will serve for program development and presentation ○ Fall 2014 will be the initial roll-out of programming. Integration into McGill units will commence.

Type of Activity – Task	Estimated Time Required	Timeline	Group Member
Meetings with Project Group (SEDE, Residences, SSMU Equity)	52 hours	Winter 2014-Fall 2014	Emily, Ria, Sarah, Veronica, Justin, Shaina
Development & provision of additional Rez Project modules, including Race & Religion, and Mental Illness & Coping. <i>**Note: This work will also involve coordinating and organising work that has been done around the university related to Rez Project</i>	200 hrs (5 hrs/wk for 40 weeks)	Winter 2014 (development) Summer 2014 (provision)	Emily, Sarah, Justin, Shaina
Workshop, discussion group & movie screening development	416 hrs (8 hrs/wk)	Winter 2014-Fall 2014	Emily,
Workshop, discussion group & movie screening provision	156 hrs (3hrs/wk)	Winter 2014-Fall 2014	Emily, Sarah, Justin, Shaina
Development of anti-oppression resources	260 hrs (5 hrs/wk)	Winter 2014	Emily
Liaise with equity related community groups at McGill	364 hrs (7 hrs/wk)	Winter 2014	Emily
Liaise with inter-residence council & the Committee on Residence Life. <i>**Note: Training will be provided if required</i>	104 hrs (2hrs/wk)	Winter 2014-Fall 2014	Emily, Ria
Floor fellow, staff, & support staff antioppression training development and provision	200 hrs (8 hrs/wk for 40 weeks)	Winter 2014 (development) Summer 2014 (provision)	Emily, Sarah
Development of a residence equity policy & committee	40 hours (5 hrs/wk for 8 weeks)	Winter 2014-Summer 2014	Emily, Justin, Shaina
Integration of project into McGill units (liaising & training)	240 hours (20 hrs/wk for 12 weeks)	Summer 2014-Fall 2014	Emily, Ria, Sarah, Justin, Shaina

Longitudinal survey development assessing the impact of anti-oppression programming on students	24 hrs (2 hrs/wk for 12 weeks)	Fall 2014	Emily
Equity & Residence Life at McGill Report	48 hrs (1 hr/wk for 48 weeks)	Winter 2014-Fall 2014	Emily, Ria
Review and synthesise racism-related campus resources to present a 'State of Campus Diversity & Inclusion' report	96 hrs (12 hrs/wk for 8 weeks)	Winter 2014	Emily, Sarah
Co-production of anti-oppression multimedia project	50 hrs	Winter 2014-Fall 2014	Sarah, Emily
Work with the Office of Sustainability to develop mechanisms to support social sustainability initiatives at McGill.	52 hrs	Winter 2014-Fall 2014	Lilith, Emily
Hiring of a student work position: Rez Project Development Coordinator	20 hours	November 2013-January 2014	Justin, Shaina

Financials Detailed

expenses:

Expense Description	Estimated Cost	Comments
Coordinator Salary	\$49,250	Residence Life Financial Advisor recommended the following: <i>M1, Grade 2 position, equivalent to other 'entry-level' positions in Rez Life. Includes benefits.</i> \$39,400 + 25% (Benefits) = \$49,250
Workshops presenter/facilitator fees	\$1,000	While any individual can be extensively versed in matters of equity, it is important to recognise how a plurality of voices ensures a holistic and comprehensive approach to anti-oppression.
Communication material development, design and publication	\$10,000	Poster design, pamphlets, multi-media promotion etc.
Materials	\$5,000	Markers, poster paper, etc.
Total:	\$65,250	

Detailed revenues:

Revenue Source	Amount Requested	Confirmed?
Sustainability Projects Fund	\$65,250	No
Queer McGill	\$500	No
Executive Director of Student Services Innovation Fund	\$500	No

In-Kind Donations:

Collaborator	Donation	Comments
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Student Housing and Hospitality Services	\$2,500	Food for workshop and meetings. This increases the accessibility of meetings.
Student Housing and Hospitality Services	--	Office Space for the Residences Anti-Oppression Programming Project Coordinator
Students' Society of McGill University	~\$2,000	SSMU is currently working out the details of creating a student position that will work with the project coordinator. This will guarantee a strong student voice within the project and will facilitate the integration of the project into multiple units around the University to ensure long-term sustainability.

Additional information

Emily Yee Clare has extensive experience with developing and working with anti-oppression programming within the McGill context. Please see the attached CV for the position of *Residences Anti-Oppression Programming Project Coordinator* for more information.

Bibliography

Bhatti, A. H. (2005). *Social Inclusion and Sustainable Human Development*. Pakistan, Sight Savers International.

Goodland, R. (2002). "Sustainability: Human, Social, Economic and Environmental." *Encyclopedia of Global Environmental Change*.

Mendelson, M. J. (2011). *McGill University Student Diversity Survey*. Montreal, McGill University.

Residence Life (2010). *Strategic Plan for Residences and Student Housing*. Montreal, McGill University Student Housing & Hospitality Services.