



NOTICE OF MOTION REGARDING THE READOPTON OF THE EQUITY POLICY 2021-03-25

Submitted for: 2021-03-25

Submitted to:	SSMU Legislative Council	Document no.:	LEG-PUB-MOT-2021-03-25-004
Moved by:	Brooklyn Frizzle <i>Vice-President (University Affairs)</i>	Current Status:	<input checked="" type="checkbox"/> FOR APPROVAL <input type="checkbox"/> APPROVED <input type="checkbox"/> POSTPONED <input type="checkbox"/> COMMITTED <input type="checkbox"/> NOT APPROVED
Seconded by:	Jake Reed <i>Engineering Councillor</i>		

Issue Following extensive revisions, this motion seeks to readopt the Equity Policy.

Background and Rationale The Equity Policy, a longstanding Policy of the SSMU, was gradually amended and updated as necessary over time. This resulted, unfortunately, in a disjointed, inaccessible, and at times unenforceable Policy. In particular, the procedures to resolve Equity Complaints often required the Complaints Committee to dissect the Policy and create its own guidelines, as the procedures themselves were not ordered in any real order.

The Equity Commissioners of 2019-2020 had initially hoped to overhaul the Policy during their terms but were unable to do so for various reasons. The Vice-President (University Affairs) and Equity Commissioners of 2020-2021, therefore, resolved to overhaul the Policy before the end of their terms.

The revisions are intended to improve the enforceability and accessibility of the Policy while addressing longstanding impediments to the implementation of the Policy's mandates.

Revisions to the Equity Policy include, but are not limited to:



- The Equity Policy was split from the Equity Complaints Procedures, which now resides in an appendix for greater clarity and accessibility.
- Political and operational mandates were separated from the Interpretation section for greater accuracy and enforceability.
- Equity Complaints Procedures were reorganized to reflect procedural order and condensed to eliminate redundancy.
- Procedures were expanded, including procedures mirroring McGill's Policy on Harassment and Discrimination.
- Sections that were expanded include:
 - Training
 - Communications
 - Equitable Consultations
 - Equity Complaints Committee
 - Enforcement and Reporting
 - Accommodations
 - Mediation
 - Judicial Board Appeals

Alignment with Mission

This motion and the proposed Policy expand on the last Equity Policy and are in line with the SSMU's commitment to demonstrating leadership in matters of social justice and human rights as outlined in the Constitution.

Consultations Completed

The Equity Policy was revised by a working group composed of the Black Affairs Commissioner, the Equity Commissioners, the Gender & Sexuality Commissioner, the Indigenous Affairs Commissioner, and the Vice-President (University Affairs).

The section concerning the Judicial Board ("Judicial Board Appeal") was reviewed and revised by the Chief Justice of the Judicial Board.

Risk Factors and Resource Implications

The expansion of training and consultation mandates under the revised Policy will add to the workload of the Equity Commissioners.

Furthermore, the expanded consultation mandates may cause delays in events and campaign timelines.



Sustainability Considerations

The proposed amendments serve to increase the social sustainability of SSMU's practices and promote a strong, safe and empowering community by endeavouring to minimize systemic power imbalances within society and foster a culture of anti-oppression, as outlined in section 3.2 of the Sustainability Policy.

Impact of Decision and Next Steps

Should the revised Policy be approved and ratified, the revised mandates of the Departments, Executives, and Commissioners would be communicated to them by the Equity Commissioners.

The Equity Commissioners would begin preparing and organizing training sessions for Permanent and Casual Staff, Elected Officers and Representatives, Members of the Board of Directors, and Members of the Judicial Board. These training sessions would be performed over the Summer 2021 and Fall 2021 academic terms and repeated regularly.

The revised Equity Complaints Procedures would be implemented by the Equity Complaints Committee immediately and would apply to all future Equity Complaints.

As such, training for Judicial Board members would be implemented as soon as possible.

Lastly, the Research Ethics Board (REB) Office of McGill University will be consulted to revise the Terms of Reference of the Ethical Research Board.

Motion or Resolution for Approval

Be it resolved, that the Legislative Council adopt the Equity Policy of 2021-03-25 as a Policy of the Board of Directors;

Be it further resolved, that this Policy will supersede the Equity Policy of 2018-04-05 and will remain in force for a period of five (5) years, until 2026-03-25.

Results of the Vote

In favour ()
Opposed ()
Abstain ()



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FOR APPROVAL



Appendix A : Equity Policy

[Equity Policy 2021/03/25](#) (Link)

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