



MOTION REGARDING AMENDMENTS TO THE GENDER EQUITY POSITION 2021-04-08

Submitted for: 2021-04-08

Submitted to:	SSMU Legislative Council	Document no.:	LEG-PUB-MOT-2021-04-08-002
Moved by:	Ayo Ogunremi <i>Vice-President (External Affairs)</i>	Current Status:	<input type="checkbox"/> FOR APPROVAL <input checked="" type="checkbox"/> APPROVED <input type="checkbox"/> POSTPONED <input type="checkbox"/> COMMITTED <input type="checkbox"/> NOT APPROVED
Seconded by:	Noah Merali <i>Services Representative</i>		

Issue This motion seeks to expand the SSMU's commitment to demonstrating leadership on matters of social justice and human rights by expanding its position on gender equity.

Background and Rationale As it stands, the SSMU Position on Gender Equity is unrepresentative of diverse experiences and fails to fully advocate for gender equity on campus. As a result, the Gender and Sexuality Advocacy Committee has produced a series of amendments and additions to the Position to set a more robust basis for the SSMU's advocacy on gender equity and to reflect the existing advocacy done by SSMU services.

This option should be adopted to ensure that the SSMU works towards gender equity in all its communities and capacities, and not neglect the impact of oppression due to gender expression in its advocacy.

Trans* is used in this motion as includes both nonbinary and binary trans identity.

Alignment with Mission This motion and the proposed position align with SSMU's commitment to leading in matters of human rights and social justice, as well as to represent the interests of all of its members, including those subject to gender



inequity. It builds on the commitments outlined in the Equity Policy and the Sustainability Policy.

Consultations Completed

This motion was drafted by the Gender and Sexuality Commissioner and the Gender and Sexuality Advocacy Committee, in consultation and collaboration with Queer McGill, the Union for Gender Empowerment, the Black Affairs Commissioner, the Indigenous Affairs Commissioner, and the Vice-President (External Affairs).

Risk Factors and Resource Implications

Adopting this position would provide a more comprehensive and inclusive basis for the SSMU to conduct its representation and advocacy on matters of gender equity.

Sustainability Considerations

The sustainability implications of this motion are primarily of a social and economic nature, as it seeks to adopt a more robust basis for SSMU to conduct advocacy on gender equity.

As such, this motion serves to promote social sustainability within the SSMU, promoting an inclusive and equitable community that addresses systemic power imbalances within society and fosters a culture of anti-oppression, as per section 3.2. of the Sustainability Policy.

Impact of Decision and Next Steps

If passed, the amended Position on Gender Equity will be added to the SSMU Positions Book by the Governance Manager.

Should this motion fail, SSMU's reputation as a social justice-oriented organization would be undermined, and its relationship with its students who experience gender-based marginalisation or oppression could be jeopardized.

Motion or Resolution for Approval

Be it resolved, that the Legislative Council approve the Position in Appendix A;

Be it further resolved, that the Legislative Council reaffirms its solidarity with trans* people, decolonizing aims, and gender equity.



**Results of the
Vote**

In favour	(CONSENT)
Opposed	()
Abstain	()

APPROVED



Appendix A : Proposed Amendments

8. Gender Equity

In taking an allyship role in advocacy and operations surrounding gender equity, the SSMU believes:

1. That, since gender is a social construct, it is possible to reject or modify one's gender assignment, and develop something that feels truer and just to oneself.
 - 1.1. That gender is not determined by assigned sex, gender presentation, or medical procedures, such as gender-affirming surgeries and hormone therapies.
2. That an individual's gender identity must always be affirmed and respected, including through the use of their preferred name and pronouns.
 - 2.1. That there is no one step or set of steps that an individual must undergo in order to have their gender identity affirmed and respected.
 - 2.2. That gender identity is highly personal and should not be mandated or predetermined by external factors or actors.
 - 2.3. That an individual's gender identity does not need to be stagnant to be affirmed and respected, and that an individual may identify with different genders, pronouns, and/or names over time or depending on the situation.
3. That gendered language or pronouns, including gender-neutral language and pronouns, must never be ascribed to an individual without that individual's permission.
 - 3.1. That, in cases where an individual's pronouns are not known and/or cannot be requested, no pronouns should be used to refer to that individual.
4. That gender identity manifests differently across cultures, and that the prevailing social definition of gender is a product of western society.
 - 4.1. That experiences of colonialism have imposed external gender norms on Indigenous peoples across the world.
 - 4.2. That gender equity must involve the recognition of non-western gender identities, rather than the imposition of colonial gender norms.
5. That individuals should be supported and believed in their articulation and experiences of gender inequity, including gender-based violence and oppression.
 - 5.1. That the well-documented prominence of gender-based inequity in universities emphasizes the need to advocate for and support individuals in their experiences.
 - 5.2. That support for individuals articulating experiences of gender inequity should be culturally conscious and respectful of non-western gender identities.
6. That gender equity is especially important to trans* individuals, individuals who present their gender in a way that is non-conforming to western norms, and non-hetersexual individuals.



- 6.1. That these individuals should be supported through the allocation of relevant resources and services.
- 6.2. That the experiences of these individuals must be affirmed, supported, and listened to regardless of potential cultural differences.
 - 6.2.1. That this may require individuals to self-educate in order to affirm and respect other identities.
 - 6.2.2. That individuals in positions of power should be especially active in pursuing opportunities to educate themselves to foster an inclusive environment for non-cisgender and non-heterosexual individuals.
7. That gender-affirming products and services should be easily and freely accessible, both on campus and in society at large.
 - 7.1. In making gender-affirming products freely accessible to students and community members, and in supporting movements and organizations that would help people access them.
8. That menstrual products and services should be easily and freely accessible, both on campus and in society at large, as outlined in the Position on Menstrual Justice.