



Motion Regarding the EDI Working Group Terms of Reference 2023-02-09

Submitted for: 2023-02-09

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Moved by:	Risann Wright <i>SSMU President</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:	Nadia Dakdouki <i>Clubs Representative</i>		

Issue

The SSMU EDI working group must create its terms of reference in order to become a permanent committee of the SSMU and to undertake its long-term mandate. This motion presents, in Appendix A, the SSMU EDI working group terms of reference to be adopted by the SSMU.

Background and Rationale

The SSMU EDI working group is currently working to improve equity, diversity, and inclusion at SSMU. The working group is tasked with drafting the SSMU EDI plan and overseeing its implementation. This working group of the SSMU will have diverse representation in order to fulfill its work.

Alignment with Mission

This motion falls under two (2) different missions of the SSMU.

First, The SSMU commits to demonstrating leadership in matters of human rights, social justice and environmental protection and to groups, programs, and activities that are devoted to the well-being of disadvantaged groups. We strive to ensure that all of our endeavors are undertaken with full respect for human dignity and bodily sovereignty and without discrimination on the basis of 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. As such, the renewal of the EDI working group supports the mission of the



SSMU to provide a more welcoming work environment to disadvantaged groups and promote well-being and human dignity to all SSMU members.

Second, The SSMU recognizes the holistic nature of sustainability and the importance of addressing environmental, social, and economic viability. According to the SSMU Sustainability Policy, sustainability does not refer exclusively to environmental considerations, but also encompasses sustainability in regards to justice and equity. These latter aspects of sustainability are addressed by the SSMU Equity Committee, which is tasked to work and collaborate on sustainability-related issues. As such, the renewal of the EDI working group supports the mission of the SSMU to provide sustainability in regards to justice and equality.

Consultations Completed

The following have been consulted regarding the EDI working group terms of reference: the SSMU President, the Equity and Policy Specialist, the SSMU Vice-President External Affairs, the SSMU Vice-President University Affairs, the SSMU Clubs Representative, the SSMU Services Representative, the SSMU Senate Caucus Representative, the SSMU Legislative Council Representative, the representative from the SSMU Indigenous Affairs Committee, the representative from the SSMU Equity Committee, the representative from the SSMU Sustainability Committee, the representative from the Mental Health Committee, Human Resources team member, SSMU staff, SSMU members.

Risk Factors and Resource Implications

The greatest risk associated with this motion is the lack of institutional memory around the EDI working group and the dissolution of long-term EDI projects. Indeed, if this motion is not approved, the EDI working group committee will not have democratically-adopted terms of reference. That is, the committee will not exist permanently at the SSMU.

Sustainability Considerations

Through this motion, the SSMU reinforces its institutional sustainability, by providing an institutional framework to the bodies that enable SSMU to perform its purpose. Through the work of the EDI working group, the SSMU ensures social sustainability and the promotion of social justice.



Impact of Decision and Next Steps

Following the approval of the SSMU EDI working group terms of reference, the EDI working group will gain long-term existence, and its work will carry on for the years to come under this new framework.

Voting in favor of this motion will institutionalize the framework of the EDI working group, and enable it to pursue its valuable work for the years to come.

Motion or Resolution for Approval

Be it resolved that the Legislative Council approve, and recommend to the Board of Directors for approval, the terms of reference in Appendix A.

Results of the Vote

In favour	(UNANIMOUS)
Opposed	()
Abstain	()

APPROVED



Appendix A : EDI WORKING GROUP TERMS OF REFERENCE

Terms of Reference - SSMU Equity, Diversity, and Inclusion (EDI) Working Group

Oversight

The Equity, Diversity, and Inclusion (EDI) Working Group falls under the SSMU President's portfolio and will report to the Legislative Council.

General

The Equity, Diversity, and Inclusion (EDI) Working Group shall be tasked with developing a strategic plan to address structural, systemic inequalities, barriers and discrimination at the SSMU. The plan shall identify key areas of need and deliver a set of actionable objectives to address issues affecting SSMU members and staff as well as the broader campus community. The Working Group will be working according to a framework of guiding principles including but not limited to anti-racism, anti-oppression, social and environmental justice, and social accountability.

Responsibilities

The EDI Working Group shall:

- a. Develop an Equity, Diversity, and Inclusion Strategic Plan for the Society;
- b. Outline a set of actionable objectives assigning a mandate to the various actors of the Society;
- c. Draft terms of references for a committee in charge of the implementation, application and monitoring of the aforementioned plan;



- d. Collaborate with other EDI groups and offices on campus;
- e. Organize consultations with members, student groups, and staff on their priorities regarding EDI within the society; and
- f. Solicit, facilitate and review submissions to the EDI Strategic Plan.

Membership

The Working Group will be composed of the following members:

- a. SSMU President (Co-chair, non-voting);
- b. Equity and Policy Specialist (Co-chair, non-voting);
- c. SSMU Vice-President External Affairs;
- d. SSMU Vice-President University Affairs;
- e. SSMU Clubs Representative;
- f. SSMU Services Representative;
- g. SSMU Senate Caucus Representative, as designated by Senate Caucus;
- h. SSMU Legislative Council Representative, as designated by the Council;
- i. 1 representative from the SSMU Indigenous Affairs Committee, as designated by the Committee;
- j. 1 representative from the SSMU Equity Committee, as designated by the Committee;
- k. 1 representative from the SSMU Sustainability Committee, as designated by the Committee;
- l. 1 representative from the Commission aux affaires francophones de l'AÉUM, as designated by the Committee;
- m. 1 representative from the Black Affairs Committee, as designated by the Committee;
- n. 1 representative from the Mental Health Committee, as designated by the Committee;
- o. 1 representative from the Accessibility Committee, as designated by the Committee;
- p. 1 representative from the Gender and Sexuality Committee, as designated by the Committee;
- q. 1 Anti-violence coordinator;
- r. 3 Members at large;
- s. 1 Human Resources team member;
- t. 1 representative from the SSMUnion, as designated by the Executive Team of SSMUnion; and
- u. 1 representative from the entire staff (permanent, casual, services).



Alteration to the Membership

If consensus among its members exists, the Working Group may alter its composition at its discretion in order to fulfill its mandate. The Rapporteur shall notify the Legislative Council at its following meeting.

Secretariat

At its first meeting, the Working Group will designate a Rapporteur, preferably the Legislative Council representative, in charge of the reporting to the Legislative Council and a consultation focal point, who shall be in charge of organizing consultations and coordinating submissions. They will, alongside the co-chairs, form the Secretariat of the Working Group. The Secretariat will be in charge of the clerical aspect and operations of the Working Group.

Meetings

The EDI Working Group will meet monthly, unless an exception is made by the co-chairs or to the request of a simple majority of the voting members. Bi-weekly check-ins, that shall not exceed 30 minutes, may be organized at the discretion of the Secretariat.

Quorum

The quorum for the EDI Working Group is a simple majority of the voting members.

Reporting

The EDI Working Group will submit a written report to the last Legislative Council meeting in the Fall and Winter semesters. The EDI Working Group will also orally update the Legislative Council at all its meetings.

Miscellaneous

Recruitment of Members-at-large



The Office of the Governance Manager shall be responsible for advertising openings for Members at Large positions not after the third week of September. The Office of the Governance Manager, alongside the President, will prepare the necessary promotional materials and forms to be distributed through SSMU's official channels for recruitment.

Appointment of Committee Representatives

All committees having a representation seat on the Working Group will be responsible for selecting their representatives through their own internal processes. Chairs of the said committees may be appointed as representatives.

Appointment of the Staff Representative

The Human Resources Director shall be responsible for advertising openings for the staff representative positions not after the third week of September. Permanent, casual and services staff will be invited to put forward candidatures before the second week of October. The Human Resources Manager shall then organize an online vote before the third week of October.

Popular Engagement

Consultation

The Committee will organize ample opportunity for popular engagement both in terms of live forums and anonymous or group online surveys.

Focal Point

The Consultation Focal Point will be responsible for organizing consultations and ensuring that they are conducted in accordance with the Consultation Policy.

General Assemblies

At the Winter General Assembly, the Working Group shall present to members an initial vision of the strategic plan followed by a facilitated discussion with the audience.



Submissions

Additionally, beyond referring questions to study, the Working Group will make questions generally available so that members and staff can submit proposals for the Working Group to consider as it considers recommendations. The Working Group will make publicly known the date by which these recommendations must be submitted. The Working Group will consider anonymous, as well as attributed, submissions.

Dissolution

The adoption of the Equity, Diversity, and Inclusion Strategic Plan to the Legislative Council will enact the dissolution of the EDI Working Group.

APPROVED