

MOTION REGARDING CHANGES TO THE INTERNAL REGULATIONS OF FINANCES [BLACK EQUITY FUND GUIDELINES] 2025-10-10

Submitted for: 2025-10-23

Submitted to:	SSMU Legislative Council	Document no.:	LEG-PUB-MOT-2025-11-06-002 (to be assigned by Steering)
Moved by:	Susan Aloudat VP University Affairs	Current Status:	☐ FOR APPROVAL ☒ APPROVED ☐ POSTPONED ☐ COMMITTED ☐ NOT APPROVED
Seconded by:	Anna El Murr Engineering representative		

Issue

The current budget is outdated, allocating 50% to salaries, 25 % to distribution and 25% to Black Affairs events, which limits direct student support. The proposed revision redistributes funds more effectively. Be it resolved that the Internal Regulations of Finance be amended to state: 35% of the Black Equity Fee shall be allocated to salaries, 45% to student needs, and 20% to Black Affairs events and discretionary spending, ensuring a more balanced and impactful budget.

(25-50 words)

Background and Rationale

The Black Equity Fund is a source of financial assistance for projects, research, events, and policies that aim to end anti-black racism and promote diversity and inclusivity in the McGill community. These initiatives may foster leadership, encourage civic engagement, or make observable

Bureau du président du conseil de l'AEUM
SSMU Office of the Speaker

Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.
Located on Haudenosaunee and Anishinaabe, traditional territories.

speaker@ssmu.ca | (514) 398-6800 | ssmu.ca | 3501 rue Peel, Montréal, QC, H3A 1W7



differences in the representation or experiences of individuals who identify as Black as well as groups working towards ending anti-black racism.

The original allocation of the Black Equity Fee was designed to establish foundational infrastructure for Black student advocacy within SSMU. At the time, the priority was to ensure that positions such as the Black Affairs Commissioner and Coordinator were adequately funded, as these roles were essential in building institutional presence, accountability, and continuity for Black student initiatives. The 25% allocation to the Black Equity Fund distribution and 25% to committee activities reflected a smaller operational scope and the early stages of the Black Affairs portfolio. However, as the needs of Black students have evolved, this structure has become increasingly outdated and has led to an unnecessary yearly surplus. Allocating half of the budget to salaries leaves limited room for direct student support, programming, and funding distribution. The current realities demand a more flexible and student-centered model. The proposed redistribution, 35% to salaries, 45% to direct student group needs and student needs, and 20% to events and discretionary spending, ensures resources are used more equitably.

**Alignment with
Mission**

This motion is aligned with the SSMU's commitment to groups, programs, and activities that are devoted to the well-being of a group disadvantaged because of irrelevant personal characteristics

This motion further aligns with SSMU's mandate to promote a functional, anti-oppressive environment through, as defined by Article 1 – Interpretation of the Equity Policy, and all of subsections thereof.

Finally, this motion aligns with SSMU's commitment to (point 6) Equity and Social Sustainability as per the Society's Positions Book. Specifically, 6.1 "that the SSMU has a responsibility as a leader, representative, and service provider to conduct itself by the highest standards of respect, fairness, integrity, safety, and equitable treatment for all persons"; and 6.2 "That historical and ongoing processes of oppression disadvantage and harm certain groups of people"; 6.3 "That the practice of equity requires the dedication of material support to reduce intersectional barriers for marginalized groups who may benefit from targeted resources."

Bureau du président du conseil de l'AEUM
SSMU Office of the Speaker

Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.
Located on Haudenosaunee and Anishinaabe, traditional territories.

speaker@ssmu.ca | (514) 398-6800 | ssmu.ca | 3501 rue Peel, Montréal, QC, H3A 1W7



**Consultations
Completed**

Consultations were completed with Vice-President (University Affairs), the Black Affairs Team (Black Affairs Commissioner, Black Affairs Coordinator, Black Student Outreach Representative), the Policy and Advocacy Coordinator and the Black Affairs Committee members (McGill African Student Society, National Society of Black Engineers (NSBE), Black Students' Network, Caribbean Student Society (CSS), Black Psychology Students Association (BPSA) and Black Varsity Association).

**Risk Factors and
Resource
Implications**

If this motion does not pass, it would be incredibly difficult for the Black Affairs Portfolio and the committee to operate efficiently and it would severely limit the SSMU's capacity to support Black Student Groups on campus. The work to support Black Student Groups that SSMU has begun would be entirely unsustainable if the current allocation of the Black Equity Fund continues, considering the high demand.

**Impact of
Decision
and Next Steps**

If the proposed resolution is approved, the updated budget allocations will take effect immediately. The Black Affairs Commissioner, with support from the Black Affairs Committee, will oversee the rollout and ensure the new allocations, particularly those for student support and events, are distributed transparently and efficiently.

The change will be communicated to the committee right away and posted publicly on the Black Affairs website to ensure accountability and transparency.

**Motion or
Resolution for
Approval**

Be it resolved that the *Internal Regulations of Finance* be amended to state: "35% of the Black Equity Fund shall be allocated to salaries, 45% to student needs and 20% to Black Affairs Committee events and discretionary spending" as outlined in Appendix C are approved.

Bureau du président du conseil de l'AEUM
SSMU Office of the Speaker

Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.
Located on Haudenosaunee and Anishinaabe, traditional territories.

speaker@ssmu.ca | (514) 398-6800 | ssmu.ca | 3501 rue Peel, Montréal, QC, H3A 1W7



**Results of the
Vote**

- ☐ In favour (28)
- ☐ Opposed (0)
- ☐ Abstain (0)

APPROVED

Appendix A : Current Mandate and Purpose of the Black Equity Fee

Source: *Internal Regulations of the Society's Finances* (as of April 3, 2025)

18.1. Purpose

The Black Equity Fee shall serve to fund the following: **35% of the Black Equity Fund shall be allocated to salaries, 45% to student needs and 20% to Black Affairs Committee events and discretionary spending.** ~~25% of the fee should be allocated to the Black Equity Fund, up to 50% of the fee shall pay for the Black Affairs Commissioner, the Black Affairs Coordinator and other relevant positions, and the remaining percentage shall be used to fund the activities of the SSMU Black Affairs Committee.~~

The Black Equity Fund is a source of financial assistance for projects, research, events, and policies that aim to end anti-black racism and promote diversity and inclusivity in the McGill community. These initiatives may foster leadership, encourage civic engagement, or make observable differences in the representation or experiences of individuals who identify as Black as well as groups working towards ending anti-black racism. The fund may also be used to support Black students in urgent financial needs. Applicants may apply for up to 1,500\$ per application for costs such as hydro, internet, groceries, rent, etc.

The Budget of the Black Affairs Committee shall include a budget for the Black Affairs Annual Awards, the Black Affairs Newsletter, a Black Affairs economic impact budget, for supporting and building relationships between the SSMU and Black owned businesses through an annual Marketplace event, a Black Affairs community budget for supporting and building relationships with community charities/ not for profit organizations serving POC by supporting the current BSN and MASS non-profit fair, and a Black Affairs education budget for any community outreach concerned with access to education.

Appendix B : Current Budget and Proposed Budget (Overview of the Changes)

Category	Current Allocation (%)	Current Allocation (\$)	Proposed Allocation (%)	Proposed Allocation (\$)	Rationale for Change
Salaries (Black Affairs Commissioner, Coordinator, and Black Student Outreach Representative)	50%	\$31,500 (\$10,500 unused/year)	35%	\$22,050 (margin of error of \$1,000)	Reduces administrative costs to allow more direct support to students while maintaining fair compensation for essential roles.
Black Equity Fund (Direct Student Support)	25%	\$15,750	45%	\$28,350	Expands the fund to meet growing demand for student-led initiatives, emergency support, and project funding.
Black Affairs Events & Committee Activities	25%	\$15,750	20%	\$12,600	Consolidates event and committee spending into a smaller, flexible category focused on community engagement and discretionary needs (e.g. workshops, Black market Place).
Total	100%	\$63,000	100%	\$63,000	—

Bureau du président du conseil de l'AÉUM
SSMU Office of the Speaker

Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.
Located on Haudenosaunee and Anishinaabe, traditional territories.



speaker@ssmu.ca | (514) 398-6800 | ssmu.ca | 3501 rue Peel, Montréal, QC, H3A 1W7

Appendix C : This Year's Proposed Budget

Total Amount of Fund						
Yearly Fee:	\$63,000					
Total Allocated :	63,000					
Total Unallocated:	0\$					
Salaries: 22,000\$ - This accounts for 35%				Hours	Hourly Wages	
Black Affairs Commissioner:			480 hours	\$8,500	480	\$17.60/h
The Black Affairs Coordinator			480 hours	\$8,200	480	\$17.00/h
Black Student Outreach Representative (new position)			300 hours	4,980	300	\$16.60/h
Margin of Error				\$320		
TOTAL				\$22,000		
Individual Student Support: \$18,000 - This accounts for 29% (Maximum Application amount of \$1,500/person/year)						
a. Student based Black History month initiatives						
b. Black affairs fund to grant honorariums supporting student initiatives on campus						
c. Support Black student in urgent financial needs						
d. Black student group fund (to support emerging, new, and existing Black Student Groups)						
Black Affairs Education and Black Market place: 8,000\$ (Maximum Application amount of \$1,500/initiative) - This Accounts for 13%						
a. Black Affairs economic impact budget for supporting and building relationships between the SSMU and Black owned businesses through an annual Marketplace event.						
b. A Black Affairs community budget for supporting and building relationships with community charities/ not for profit organizations serving POC by supporting the current BSN and MASS non-profit fair.						
c. Black Affairs education budget for any community outreach concerned with access to education						
Black Equity Club and Student Support Fund: 10,000\$ (Ad Hock) - This Accounts for 15%						
This fund is allocated to support black student groups as supplementary funding for activities that due to budgets cuts may not be able to be facilitated otherwise						
Black Affairs Discretionary Spending: 2,000\$ - This Accounts for 3%						
This is allocated to non essential committee costs such as lunch, group activities or other unforeseen costs that go towards covering logistical and other needs of the committee						
Black Affairs 3,000\$ - This Accounts for 5%						
This is allocated to facilitate initiatives, workshops and community building as approved in the 2023-24 academic year by the committee, such as workshops, the General Assembly and Coffee Chats.						