



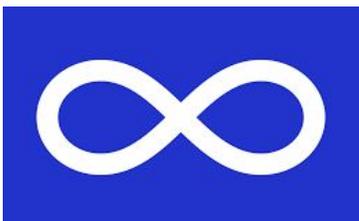
## Society of Graduate and Professional Students EDII (Equity, Diversity, Inclusion, and Indigeneity) and International Students Resource Guide

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## Welcome

Kanien'kéha: Ne Queen's University e'tho no'we nikanónhsote tsi no'we ne Haudenosaunee tánon Anishinaabek tehatihsnónhsahere ne óhontsa.

Anishinaabemowin: Gimaakwe Gchi-gkinoomaagegamig atemagad Naadowe miinwaa Anishinaabe aking.

Queen's University is situated on the traditional territory of the Haudenosaunee and Anishinaabek. What is your relationship to the land? How is your research, work, and other aspects of your life directly benefiting from the privilege of being, living, and learning on this land?

The *Haudenosaunee*, the people who build a house, consist of five nations including the Oneida, Mohawk, Ondandaga, Cayuga, and Seneca nations each of whom have their distinct languages. The language you see above is *Kanien'kéha*, Mohawk language. The purple flag you see on the cover page is the flag of the Haudenosaunee confederacy which represents the Hiawatha wampum belt that was originally made from purple and white wampum shells to symbolize the five nations united under the great tree of peace as depicted in the center.

The *Anishinaabek* consist of five nations including the Ojibwe, Salteaux, Potawatomi, Odawa, and Oji-Cree who are *Anishinaabe*, original peoples, of Turtle Island. The Anishinaabek are represented by the *animikii*, the thunderbird, seen on the front cover of this guide. The thunderbird was created by *Nanabozho* to protect *Anishinaabe* against evil spirits, and as spirits of the sky world, are important beings to connect us between the physical and spirit world.

The Metis people are of mixed Indigenous and European descent who are represented by the white and blue infinity flag which holds two meanings: the joining of two cultures and the existence of a people forever.

## Purpose of the Guide

The purpose of this guide is to assist newly appointed or student volunteers working towards Equity, Diversity, Inclusion, and Indigeniety at Queen's University. The hope is that this guide will assist you in making informed decisions as they relate to EDII work within your departments. The resources that are listed are to help you in serving the needs of the students and department as to the resources that are available when conducting your work.

## What is EDII?

EDII stands for Equity, Diversity, Inclusion, and Indigeneity. Below are the definitions of EDII as found in the Tri-Council Policy on Research and Best Practices through SSHRC (<https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx#1c>).

It is important to note that Queen's has no formal definition of the EDII, however, individual departments and faculties have outlined principles of practice and commitments they intend to carry out to address EDII work. Your department may benefit from developing definitions and principles of practice to address EDII issues.

**Equity** is defined as the removal of systematic barriers and biases enabling all individuals to have equal opportunity to access and benefit from the program.

**Diversity** is defined as differences in race, colour, place of origin, religion, immigrant and newcomer status, ethnic origin, ability, sex, sexual orientation, gender identity, gender expression and age.

**Inclusion** is defined as the practice of ensuring that all individuals are valued and respected for their contributions and are equally supported.

**Indigeneity** “can be seen as the re-doing or reaffirming of education to include Indigenous ways of knowing, thinking, feeling, and being. It involves elevating the voices of Indigenous peoples, elevating traditional, and cultural knowledge, and intentional inclusion of Indigenous ways of teaching and learning to form and create pedagogical approaches” (Office of Indigenous Initiatives, <https://www.queensu.ca/indigenous/decolonizing-and-indigenizing> )

How do these definitions apply specifically to your department? Can you see areas where there are gaps in the curriculum, teaching style, social events and gatherings, and other happenings within your department?

## EDII Initiatives on Campus

Here is a list of some EDII initiatives on campus within departments. It may be of use to you to look at their goals and directives to see how some of those directives could apply to your department when undergoing EDII work within your student association. It could also be of some use to review their goals and directives for gaps that could be addressed in your own work.

## Queen's University

The project *Inclusive Queen's* launched in 2018 to create open access resources to all students at Queen's. The website earmarks spaces for the following topics: General support and advocacy Resources, Accessibility, Cultural Supports, Faith and Spirituality, Wellness, Mature students and Families, Indigenous supports, gender and sexuality, and Equity, Diversity and Anti-Racism.

<https://www.queensu.ca/inclusive/>

Here you can also find pathways to connect students who may be interested in joining administrative/student working groups that address these issues.

<https://www.queensu.ca/inclusive/content/get-involved>

There is also a Inclusive Community Fund application that allows any Queen's student or employee to jump-start a project, event, or initiative with a maximum allowance of \$3,000 for groups and \$1,000 for individuals

<https://www.queensu.ca/inclusive/content/inclusive-community-fund#:~:text=Led%20by%20a%20Queen's%20Commerce.with%20guest%20speakers%20and%20recruiters.>

## Smith School of Business

EDII Task Force: <https://smith.queensu.ca/about/EDII/task-force/index.php>

## Faculty of Arts and Sciences

FAS EDII Committee

E-mail: [asc.edii@queensu.ca](mailto:asc.edii@queensu.ca)

Web: <https://www.queensu.ca/artsci/node/1273>

## Faculty of Health Sciences

FHS EDI Office: <https://healthsci.queensu.ca/academics/edi>

General inquiries: [edifhs@queensu.ca](mailto:edifhs@queensu.ca)

## Faculty of Education

EDI Committee: <https://educ.queensu.ca/community/equity-diversity-and-inclusion>

## Alma Mater Society (AMS)

The Alma Mater Society is the undergraduate student government/organization that works to provide services and support to undergraduate students at Queen's University. They consist of 5 offices, 3 commissions and 13 services, as well as overseeing and collaborating with 250+ ratified clubs at Queen's. Throughout this guide you will see EDII specific resources that are

provided by the AMS. More information about their organization, services, and clubs can be found here: <https://myams.org/>

## New to EDII work?

As you are beginning your work in the field of Equity Diversity, Inclusion, and Indigeneity, here are a few helpful resources that could assist you in placing your department strengths and weaknesses as they relate to EDII issues in the broader Queen's community. These websites will ideally guide you towards a more equitable and inclusive department that considers and implements diverse perspectives into the everyday workings of your department.

Nana Lee. "Everyday Tips for Equity Minded Scholars." October 19th 2020.

<https://www.insidehighered.com/advice/2020/10/19/how-being-equity-minded-scholar-can-support-your-own-professional-career-growth>

- Find ways to participate in systemic changes
- Participate in outreach activities so that your discipline can reach out to marginalized and underrepresented groups
- When organizing speakers, try to find diverse perspectives

Center for Creative Leadership. "5 Powerful ways to take REAL action on DEI (Diversity, Equity & Inclusion)"

<https://www.ccl.org/articles/leading-effectively-articles/5-powerful-ways-to-take-real-action-on-dei-diversity-equity-inclusion/>

- Reveal relevant opportunities to students who may be interested, research other departments and universities doing EDI work to see how you can apply it to your department
- Elevate equity by recognizing the unevenness of advantage, opportunity, privilege, and power in your department because what may be a "fair opportunity" is not the same for everyone
- Activate diversity by acknowledging and engaging in differences. Explore the impact of diversity on perspectives, assumptions and approaches, and identify ways to enhance the contribution of all to excel your department. It helps to define expectations and set clear goals for both students and faculty within the department to create meaningful change in your EDII work.
- Lead inclusivity by active, intentional and ongoing efforts to promote the full participation and sense of belonging of all students in your department whether it be socials, workshops or classroom.

Universities Canada. "Equity, Diversity, and inclusion"

<https://www.univcan.ca/priorities/equity-diversity-inclusion/>

- Here you can find resources of action plans and initiatives that universities across Canada are doing to address EDI issues  
<https://www.univcan.ca/priorities/equity-diversity-inclusion/edi-stories/>
- as well as other links to statistical data for EDI, Indigenous students' resources and first hand accounts from other students doing EDI work

Canadian Federation of Students “Campus Tool-kit for Combatting Racism”

<https://cfs-fcee.ca/wp-content/uploads/2019/07/Anti-Racism-Toolkit-Final-1.pdf>

- This is a wonderful resource if you want to organize an advocacy campaign, fundraiser, workshop or other event that combats racism within your department.

## SGPS Soft Infrastructure Working Group

This working group is created to connect various graduate students across Queen’s University working in the field of Equity, Diversity, Inclusion, and Indigeneity within their respective departments. The International Commissioner, Equity and Diversity commissioner, and Indigenous Graduate Liaison are responsible for the creation of this working group to support and advocate for those students working in this difficult field.

Below you can find the contact information of these commissioners if you have specific questions related to your EDII work as it pertains to Indigenous, International, Equity and Diversity questions and issues:

International Commissioner: [international@sgps.ca](mailto:international@sgps.ca)

Equity and Diversity Commissioner: [equity@sgps.ca](mailto:equity@sgps.ca)

Indigenous Graduate Liaison: [indigenous@sgps.ca](mailto:indigenous@sgps.ca)

## Campus Resources

Below is a list of Queen’s campus resources that you can use to assist in your EDII work within your department that are available throughout campus as they relate to Equity, Diversity, International, and Indigenous Students at Queen’s.

### International

#### Arriving at Queen’s University

We encourage all new international students and scholars to visit Queen’s University International Centre (QUIC) upon their arrival at Queen’s / Kingston. QUIC provides valuable resources for students who wish to deepen their international engagement by participating in campus activities that expose them to a global perspective. They will provide orientation (Fall & Winter) and welcome packages that contain information about programs and services, as well as services offered by other departments and groups within the university. The packages also include maps of Queen’s campuses, central Kingston and city bus routes. They also have student staff service for smooth social and cultural transition.

Location: 69 Union St, Mitchell Hall, room 208

Web: <https://quic.queensu.ca/>

Email: [quic@queensu.ca](mailto:quic@queensu.ca)

## Student Community Relations Office (Housing Resources)

Apartment/housing search websites are helpful, but cannot and do not guarantee the quality or legitimacy of every posting. As an International student you need to be vigilant to avoid being defrauded. Be it leases or landlords, housemates or heating bills, **Adam King**, the Off-Campus Living Advisor, is available to provide confidential guidance on evaluating off-campus housing, tenant rights and responsibilities, and resources for moving in/out. The office is located in Mitchell Hall beside QUIC.

Web: <https://www.queensu.ca/studentcommunityrelations/>

Email: [scr@queensu.ca](mailto:scr@queensu.ca)

Community Housing manages the student rental properties owned by Queen's University. This includes two apartment complexes (for graduate students) located at west campus – **An Clachan** and **John Orr Tower** – as well as a variety of apartments and houses in the University District around campus.

**An Clachan** is a university-owned and managed complex providing housing for graduate students and their families in a safe neighbourhood close to shopping, libraries and fitness facilities. Tenants MUST apply/re-apply and be offered a new lease each year (information on the re-application process is provided to tenants in February/March annually).

Web: <https://community.housing.queensu.ca/an-clachan-tenants/>

**John Orr Tower**, is located off of Hargreaves Way and is a prominent feature of Queen's west campus. Tenants may take advantage of the many west-campus recreational facilities such as tennis courts, track, gym. It is approximately a 20 minute walk from the main campus. It has one- bedroom apartments for primarily graduate students.

Web: <https://community.housing.queensu.ca/john-orr-tower-tenants/>

## Health Insurance

There are two types of health insurance plans in Ontario : **Primary** and **Supplementary**. The University Health Insurance Plan (UHIP), is a primary health insurance plan that is mandatory for International students and for their dependents [spouse &/or child(ren)] - when residing in Ontario for more than 3 weeks, and the plan is administered by QUIC.

Web: <https://quic.queensu.ca/uhip/>

Email: [uhip@queensu.ca](mailto:uhip@queensu.ca)

A supplementary health plan offers a different type of coverage from that provided by a primary health plan and will include support towards: prescription medicine/vaccines, dental needs, vision care, physiotherapy, travel coverage and more. Supplementary plans are provided through the Queen's student government office.

Web: [http://studentcare.ca/rte/en/IHaveAPlan\\_SGPS\\_Home](http://studentcare.ca/rte/en/IHaveAPlan_SGPS_Home)

## Academic

### Academic Advising/Support

Department/Programs have Academic Advisors who can give you free discreet academic advice. If you have questions about any academic issues, such as your program's structure or course offerings within and beyond your department, the graduate coordinator will either be able to help you or will be able to refer you to others for assistance. For information and advice about managing an effective relationship with a supervisor, students can look here:

<https://www.queensu.ca/sgs/current-students/graduate-supervision>

### Handbooks:

Guide to Graduate Supervision: Created by the School of Graduate Studies.

[https://www.queensu.ca/sgs/sites/webpublish.queensu.ca.sgswww/files/files/Students/Aug%202018%20Graduate%20Supervision%20Handbook-electronic\(1\).pdf](https://www.queensu.ca/sgs/sites/webpublish.queensu.ca.sgswww/files/files/Students/Aug%202018%20Graduate%20Supervision%20Handbook-electronic(1).pdf)

The Student Wellness Office has created the supervisory relationship.

<https://www.queensu.ca/sgs/sites/webpublish.queensu.ca.sgswww/files/files/Students/STUDENT%20booklet%20Supervisory%20Relationships.pdf>

Sometimes, problems arise with your supervisor. If this happens, try to seek help as early as possible. The SGS offers information about resources available on campus to ensure you get the guidance and support you need. <https://www.queensu.ca/sgs/habitat>

### English Language Support

As an International Student, if you face any issues while adjusting with English language while adjusting to life at Queen's, you can reach out to Student Academic Success Services (SASS), which offers a number of programs and resources to help multilingual students succeed at university. More information on SASS can be found here: <https://sass.queensu.ca/>.

You can book an appointment online here: <https://sass.queensu.ca/programs/appointments/>.

### English Conversation programs

The English Conversation Program is designed to assist international students, post-doctoral fellows, staff and their spouses/partners in mastering spoken language, pronunciation and skills for daily communication. Registration is not required, it's free to attend.

Web: <https://quic.queensu.ca/get-involved/english-conversation-program/>

PSAC Local 901 is the union of Graduate Teaching Assistants, Teaching Fellows, Research Assistants and Postdoctoral Scholars at Queen's University in Kingston, Ontario. They are a directly-chartered local of the Public Service Alliance of Canada. It is a non-profit organization strives to protect, maintain, and advance the interests of the members of the Local. They are

committed to promoting equity and social justice within the Local, PSAC, Queen's University, and the broader Kingston community.

Location: 138 Union Street, Robert Sutherland Hall, Room 547.

Web: <http://psac901.org/>

## Finances

### Income Tax

Most students will not earn enough income from Canadian sources while they are studying to have to pay income tax. Instead, many students will qualify for tax credits/refunds simply by being a student in Canada. QUIC offers tax workshops during March and April to assist International students, staff and faculty with the process of preparing their taxes.

Web: <https://quic.queensu.ca/living-in-kingston/taxes/>

### Fee Payment

As an International graduate student, one method of fee payments available to you is the Pre-Authorized Payment plan, PPL. The PPL calculates your yearly fees in three terms Fall, Winter, Summer and divides them into equal amounts that will be deducted from your Canadian bank account each month. Note that as an International student who may not yet have a Canadian bank account, they may still select this option and complete the banking details upon arrival and open a Canadian bank account. Web:

<http://www.queensu.ca/registrar/students/financials/payment-methods/pre-authorized-payment-plan-ppl>

Queen's offers many types of aid to students who do not have sufficient financial resources to pay for their education. These include: the Queen's General Bursary, the Work Study Program, Short Term Loans, Emergency Assistance. This financial assistance is based on assessed financial need.

### General Bursary

It is the priority of Queen's University to help those students in the greatest financial difficulty who have the fewest options to secure funding on their own. The Queen's General Bursary is a non-repayable grant available to students in all years of study who have a demonstrated financial need. The Queen's General Bursary is meant to supplement, not replace student and family resources. Students are expected to explore all sources of available funding. The General Bursary application can be accessed through your SOLUS account.

### Work Study

Queen's Work Study program provides eligible students the opportunity to receive priority for certain part-time positions during a specified period of study. The Work Study Program is an

excellent opportunity to assist students demonstrating financial need with a source of income to supplement their cost of studies. Eligibility is determined on the basis of demonstrated financial need for students in any year of any Faculty or School at the University.

<https://www.queensu.ca/studentawards/forms/work-study>

### SGPS Out-of-City Healthcare Travel Bursary

The Society of Graduate and Professional Students (SGPS) offers bursaries to students with self-identified financial need in order to attend healthcare appointments outside the City of Kingston, generally with a specialist. The amount of funding for the Healthcare Travel Bursary is limited. Application for the AMS/SGPS out-of-town emergency travel bursary can be found here:

[https://www.queensu.ca/studentawards/sites/webpublish.queensu.ca.sawww/files/files/healthcare\\_travel\\_bursary.pdf](https://www.queensu.ca/studentawards/sites/webpublish.queensu.ca.sawww/files/files/healthcare_travel_bursary.pdf)

### SGPS Bursaries

The Society of Graduate and Professional Students grants bursaries to members with self-identified financial need for support in emergency situations. The amount of funding for the emergency bursary is limited. Other bursaries including dental, hosting activities are offered through the SGPS and more information can be found here: <https://sgps.ca/sgps-bursaries/>

### Clubs

The International Student Working Group (ISWG) is an inclusive and open space for International graduate students affiliated with Queen's University. The club does advocacy work on behalf of International graduate student issues on campus. More information about the group can be found here: [https://www.facebook.com/QueensISWG/?ref=page\\_internal](https://www.facebook.com/QueensISWG/?ref=page_internal)

## Equity and Diversity

Here are some resources that can be useful in addressing equity-related concerns, thematically organized.

### *Equity, Diversity and Anti-Racism*

#### Human Rights and Equity Office

Strives to advance a culture of human rights, equity and inclusion by inspiring and educating community stakeholders through developing and implementing innovative strategies in employment and educational equity; providing information, advice and assistance to individuals or groups at Queen's regarding protections available under polices and legislation; providing non-judgmental sexual violence prevention and response support; and improving access for everyone on campus by removing barriers, encouraging accessibility, and promoting the duty to accommodate. <https://www.queensu.ca/hreo/>

Services under this office include

- Human Rights Advisory Services – <https://www.queensu.ca/humanrights/>
- Equity Services - <https://www.queensu.ca/equity/>
- Sexual Violence prevention and Response - <https://www.queensu.ca/sexualviolencesupport/>
- Accessibility hub - <https://www.queensu.ca/accessibility/>

### Yellow House Club Space

Located at 140 Stuart Street, provides dedicated space for some of Queen's Undergraduate and graduate student clubs working to advance social justice, anti-racism diversity and inclusion on campus.

### Deputy Provost (Academic Operations and Inclusion)

Oversees Queen's equity, diversity and inclusion initiatives. Email: [deputy.provost@queensu.ca](mailto:deputy.provost@queensu.ca)

### Inclusion and Anti-Racism Advisor

Lavie Williams, Queen's inclusion and anti-racism advisor, is the central point of contact for individuals and units who wish to learn about anti-oppression and anti-racism initiatives and services at Queen's. Email: [ltw@queensu.ca](mailto:ltw@queensu.ca)

### Diversity, Inclusion, and Equity in the Classroom

Klodiana Kolomitro, Educational Developer in Queen's Centre for Teaching and Learning, supports educators in designing, planning, and reviewing their courses and academic programs through an equity and inclusivity lens. Email: [kk78@queensu.ca](mailto:kk78@queensu.ca)

### University Council on Anti-racism and Equity

The University Council on Anti-Racism and Equity (UCARE) coordinates, monitors, and reports on the progress of university-wide initiatives to address racism and promote equity, diversity, and inclusion. More information can be found here:

<https://www.queensu.ca/inclusive/content/university-council-anti-racism-and-equity-ucare>

### Queen's Coalition Against Racial and Ethnic Discrimination

Queen's Coalition against Racial and Ethnic Discrimination (QCRED) is a group of students, staff, and faculty that works to eliminate racism and discrimination on campus. More information can be found here: <https://qcredcoordinator.wordpress.com/about/>

### Queen's Women's Network Mentorship Program

A mentorship program which runs through the Queen's Women's Network, an employee resource group open to Queen's affiliates who self-identify as women, including graduate students. More information can be found here: <https://www.queensu.ca/qwn/>

## Accessibility

### The Accessibility Hub

A central online resource for accessibility at Queen's. It serves to elevate inclusion and improve access for everyone on our campus. The Accessibility Hub not only provides support and feedback concerning accessibility initiatives but also serves as an online community for those seeking information on disability and accessibility issues on campus, and assists the university in meeting its obligations under the Accessibility for Ontarians with Disabilities Act.

## LGBTQ+

### Sexual Health Resource Center (SHRC)

The Sexual Health Resource Centre is a confidential, non-judgmental, feminist, queer positive, pro-choice, sex positive and non-heterosexist information and referral service. Sells different sexual health and pleasure products as well as being a confidential resource for those in need of immediate support.

Web: <https://www.facebook.com/shrckingston/>

E-Mail: [info@shrckingston.org](mailto:info@shrckingston.org)

### EQuIP

The Education on Queer Issues Project (EQuIP) seeks to create a safer environment for individuals at Queen's and in Kingston of all sexualities and gender identities. EQuIP strives to create a fun, welcoming, and educational community for queer and queer-positive individuals while advocating for human rights and raising awareness about queer-related issues. Everybody is welcome! You do not have to be a Queen's student, or even a student at all to be involved.

Web: <https://www.facebook.com/equipqueens>

Email: [equip@ams.queensu.ca](mailto:equip@ams.queensu.ca)

### Levana Gender Advocacy Centre

The Levana Gender Advocacy Centre is a student-funded Queen's University organization committed to creating and nurturing a radical community of Kingston students and residents. Devoted to fighting gender oppression and advocating for broad ideas of gender empowerment for those of any or no gender, Levana operates on anti-oppressive practices. The organization is open to all residents of Kingston, and offers a lending library free of charge.

Web: <https://levanagenderadvocacycentre.com/>

Email: [levanacentre@gmail.com](mailto:levanacentre@gmail.com)

### Queen's Pride Project

Queen's Pride exists to celebrate the history, courage, diversity and future of Queen's and Kingston's LGTBTTIQQ2SA\* communities. Queen's Pride offers programming throughout the year, with concentrated programming during Pride month.

Web: <https://www.facebook.com/queensprideproject>

Email: [queensprideproject@gmail.com](mailto:queensprideproject@gmail.com)

### EngiQueers

Celebrating LGBTQ+ Students in Engineering and their Allies.

<https://www.facebook.com/queensengiqueers>

## Additional support on Campus

### Ban Righ Centre

An inclusive community that serves undergraduate, graduate, professional, domestic, immigrant, and international women students. Provides student advisors, napping rooms, work spaces, free lunch and financial assistance for mature women students.

Director: Susan Belyea, Tel: 613-533-6000 ext#74931

Web: <https://banrighcentre.queensu.ca/contact>

Email: [susan.belyea@queensu.ca](mailto:susan.belyea@queensu.ca)

### AMS Food Bank

Located in John Deutsch University Center, the AMS Food Bank serves confidential and non-judgmental food service to members of the Queen's community. A non-profit organization which aims to provide students with food services in the most comfortable environment possible. The Food Bank provides a reliable and confidential service to ensure that Queen's students can be healthy and productive as they pursue academic achievement. It seeks to address the underlying causes of poverty so as to alleviate, and ultimately eliminate poverty amongst Queen's community members. The centre also works closely with other relevant organizations in the Queen's and Kingston community.

Web: [www.AMSfoodbank.com](http://www.AMSfoodbank.com)

Email: [foodbank@ams.queensu.ca](mailto:foodbank@ams.queensu.ca)

Tel: (613) 533-6000 ex. 32737

### Student Wellness Services

Student Wellness Services strives to be a welcoming, confidential, and integrated service that is responsive to student health, wellness, and accessibility needs. They provide crucial wellness services including accessibility services, counselling, health promotion, health services, mental health support as well as various other resources to support student wellness. To book a doctor's appointment, location and website can be found below.

Location- Mitchell Hall, 69 Union Street, Kingston, Ontario.

Web: <https://www.queensu.ca/studentwellness/home>

### Graduate Peer Support Centre

The SGPS Peer Support Centre is a group of student volunteers who provide confidential and welcoming peer-based support to Graduate and Professional students at Queen's University. The Centre adheres to a peer support model; the philosophy behind this model is that for some individuals, and for some areas of individual concern, the assistance provided by a peer will be the most effective form of support. The peer volunteers are trained in active listening, suicide

intervention, and are well-versed in resource referral to suit the diverse needs of Graduate and Professional students.

Web: <https://sgps.ca/graduate-peer-support-centre/>

### Faith and Spiritual Life

Queen's University Faith and Spiritual Life office provides confidential counseling, ceremonial services, interfaith community development and spiritual support to students, faculty and staff on campus. As part of the [Division of Student Affairs](#), the Office of the Interfaith Chaplain strives to facilitate a welcoming, peaceful and safe space. The Chaplains are available to discuss spiritual, religious, personal, and financial problems, concerns or crises. Interfaith and LGBTQ+ friendly.

Web: <https://www.queensu.ca/faith-and-spiritual-life>

Tel: 613-533-2186

## Indigenous

Below are a few resources that can assist you, the EDII student volunteer, in aiding and supporting Indigenous students to help address Indigenous-related issues that may be raised within your department.

### Four Directions Indigenous Student Center (FDISC)

Four Directions (4D) is a wonderful resource for Indigenous students on and off Queen's campus. They post all their current programming on their Instagram and Facebook pages. The team at 4D consists of the director, cultural counselor, cultural safety coordinator, Indigenous advisor, and support staff all of which are happy to assist you. More information about the current programming, 4D team, and additional resources can be found here:

<https://www.queensu.ca/fourdirections/home>

### Office of Indigenous Initiatives

The Office of Indigenous Initiatives was recently established in response to the Truth and Reconciliation Commission of Canada and is currently run by Kanonhsyonne (Janice Hill), Associate Vice-Principal (Indigenous Initiatives and Reconciliation) and the former director of Four Directions. She is assisted by a great team of people who work towards building and uplifting the Indigenous community at Queen's and integrating Indigenous ways of knowing into the fabric and life of Queen's.

For more information on the various initiatives happening on campus including Truth and Reconciliation, Ways of Knowing, decolonizing and Indigenizing, as well as the faces places and spaces available to Indigenous students, staff and faculty on campus, visit their website here: <https://www.queensu.ca/indigenous/>

## Aboriginal Council

The Aboriginal Council of Queen's University provides guidance on Aboriginal programs and services at Queen's. The Council is composed of representatives from Indigenous communities in Ontario, as well as Indigenous and non-Indigenous faculty, staff, students and senior administrators. The Council reports directly to Queen's University Senate and Board of Trustees. They also operate various working groups that report to Aboriginal Council including the Aboriginal Student Access and Support, Indigenous Knowledge, Curriculum and Research, and Cultural Awareness and Programming working groups. More information can be found here: <https://www.queensu.ca/indigenous/aboriginal-council>

## Queen's Native Student Association (QNSA)

The QNSA is an AMS ratified university club of a diverse group of Indigenous and non-Indigenous students that share an interest in Indigenous cultures and traditions. Undergraduates, graduates and professional students are all represented in the QNSA. The QNSA functions as a forum for students to discuss contemporary and historic issues pertaining to Indigenous peoples and cultures. The QNSA works in collaboration with Four Directions and Queen's Aboriginal Council to identify the needs of Indigenous students on campus

Facebook: <https://www.facebook.com/likeQNSA/>

Email: [qnsa@clubs.queensu.ca](mailto:qnsa@clubs.queensu.ca)

Web: <http://qnsaclub.wordpress.com/>

## Supporting Aboriginal Graduate Enhancement (SAGE) nest

The SAGE nest is a great opportunity to network with other Indigenous graduate students who are working on and off Queen's University campus. The most popular event is the annual writing retreat. To get information about SAGE's current events, contact the Indigenous Advisor at Four Directions.

Email: [4direct@queensu.ca](mailto:4direct@queensu.ca)

## AMS Indigenous Affairs Deputy

The AMS Commission on Social Issues - Indigenous Affairs Deputy is responsible for maintaining relationships with campus and community groups with advocacy for Indigenous rights in their mandate. They also undertake independent projects to further Indigenous awareness and activism on campus.

## Centre for Teaching and Learning (CTL)

The CTL at Queen's University is the academic service unit that promotes and supports quality teaching and builds teaching and educational leadership in direct support of Queen's students' learning experience. More information on all the services they provide including teaching

support, educational research and technology, programs and awards can be found here:

<https://www.queensu.ca/ctl/home>

Below is a list of the decolonial acts of service that CTL provides:

- Decolonization Drop in Series  
<https://www.queensu.ca/ctl/teaching-support/decolonizing-and-indigenizing/decolonization-drop-series>
- Brown Bag Conversations: Discussing Decolonization Series  
<https://www.queensu.ca/ctl/programs/workshop-series/brown-bag-conversations-discussing-decolonization-series>
- Foundations in Indigenous Ways of Knowing in Curricula Series  
<https://www.queensu.ca/ctl/programs/workshop-series/foundations-indigenous-ways-knowing-curricula-series>

## Additional Indigenous Supports

Faculty of Health Sciences

Cortney Clark, Indigenous Recruitment and Access Coordinator

Email: [cortney.clark@queensu.ca](mailto:cortney.clark@queensu.ca)

Faculty of Law and Smith School of Business

Ann Deer, Indigenous Recruitment and Support Coordinator

Email: [ann.deer@queensu.ca](mailto:ann.deer@queensu.ca)

Student Groups

Indigenous Law Student's Alliance

<https://www.facebook.com/Indigenous-Law-Students-Alliance-991692214343789/>

BIPOC at Queen's

<https://www.facebook.com/groups/899642323874221/about>

Professional Indigenous Law and Business Students at Queen's U

<https://www.facebook.com/groups/2035344133159942/about>

# Kingston Community Support

## Equity and Diversity

### Ontario Public Interest Research Group (OPIRG)

Dedicated to research, education, and action in the public interest. Predominantly student-funded and student-run, but strives to maintain a balance of support and direction from the wider Kingston community. OPIRG Kingston exists to serve as a training ground for concerned citizens to recognize and engage the problems of society.

Web: <http://opirgkingston.org>,

E-mail: [info@opirgkingston.org](mailto:info@opirgkingston.org)

Tel: 613-533-3189

### Sexual Assault Centre Kingston

Provides support services and programs to women and all trans and gender non-conforming individuals (14 years of age and older) who have experienced recent and/or historical sexual violence in Kingston, Frontenac, Lennox, and Addington.

Web: <http://www.sackingston.com>

E-mail: [sack@sackingston.com](mailto:sack@sackingston.com)

Tel: 613-544-6424

### AKA Autonomous Social Centre

AKA is an anti-state, anti-capitalist, anti-colonial and anti-oppression network of support and mutual aid. Organizes various events, including open hours with access to their extensive library, speakers, and events hosted by community groups. Accessible, queer-positive, progressive space that welcomes all.

[https://www.facebook.com/pg/akaautonomoussocialcentre/about/?ref=page\\_internal](https://www.facebook.com/pg/akaautonomoussocialcentre/about/?ref=page_internal)

## Indigenous

### Kingston Aboriginal Community Information Network (KACIN)

Open source information network to raise awareness on the current events and programming offered by and for Indigenous people in the Kingston region

Web: <https://www.facebook.com/groups/KACINKingstonAboriginal/>

### Katarokwi Grandmother's Council

Katarokwi Grandmothers' Council supports Indigenous culture in the Kingston community by "returning to our ways" through community building in providing events, programming, teachings, and support to Indigenous persons in Kingston

Web: <https://www.facebook.com/katarokwigrandmotherscouncil/>

## Kingston Indigenous Languages Nest

The language nest hosts weekly workshops where community and student members share and learn each other's Indigenous language (primarily Cree, Ojibwe, and Mohawk) through songs, games, and stories with the help of fluent and intermediate speakers. They host independent activities and offer programs in partnership with numerous other community and educational institutions such as Loving Spoonful and Kingston Community Health Centre.

Facebook:

<https://www.facebook.com/Kingston-Indigenous-Languages-Nest-1492357014403129/>

Web: <https://kingstonindigenoulanguage.ca/>

## Ollin

Through drumming, singing, dancing, creative arts, and teaching, Ollin develops and delivers meaningful sessions, workshops, events and arts projects that reflect inclusion, diversity, unity, equity, and community engagement with Mother Earth through authenticity, an open heart and an open mind.

Facebook: <https://www.facebook.com/Ollin.ca1/>

Web: <https://ollin.ca/>

## City of Kingston

The City of Kingston is engaging with Indigenous peoples of Kingston in various aspects to increase Indigenous presence throughout the city. More information on current events that Kingston is working on can be found here:

Web: <https://www.cityofkingston.ca/explore/culture-history/history/indigenous-people>

Email: [jlcampbell@cityofkingston.ca](mailto:jlcampbell@cityofkingston.ca)

Phone: 613-546-4291 ext 1377

Engage for Change is a multi-phase project that seeks to re-frame the relationship between Indigenous peoples and non-Indigenous people in Kingston, especially as it relates to history, knowledge, and culture. Currently the project is in its third phase of development and work is expected to be completed in 2022. More information on events and programming can be found here: <https://www.engageforchange.ca/community-calendar>

"Your Stories, Our Histories" was an engagement process with the Kingston community, both Indigenous and non-Indigenous input provided, on the legacy of Sir John A Macdonald's presence in Kingston. More information about the project and current events around this topic can be found here: <https://www.cityofkingston.ca/city-hall/projects-construction/your-stories>

# Bibliography

Haudenosaunee Guide for Educators. Smithsonian National Museum of the American Indian.  
<https://americanindian.si.edu/sites/1/files/pdf/education/HaudenosauneeGuide.pdf>