

BIRT SGPS Council approve the following changes to P.11.1 SGPS Equity, Diversity, and Inclusion Policy

P.11.1 SGPS Equity, Diversity, and Inclusion Policy

- a. The SGPS seeks to continually create, maintain, and advocate for an equitable, diverse, and inclusive experience for all our members and employees – whether they are on campus, in the Katarokwi/Kingston region, or accessing Queen’s remotely – through direct and indirect actions (i.e. protests, demonstrations, statements, petitions, workshops, and representing member needs to committees and working groups).

Doing this work effectively requires constant learning about how inequity is being experienced by our fellow members and employees in complex and intersecting ways including, but not limited to, race, gender, sex, sexual orientation, disability, class, religion, nationality, and citizenship status. This learning may take many forms, such as responsible data collection, training programs, and collaboration with groups and individuals on campus and in the Katarokwi/Kingston region.

Within the organization, equity, diversity, and inclusion must be considered, recognizing how power and oppression are in constantly shifting interplay. For example, learning outcomes should be measured carefully against the type and amount of labour that they demand (i.e. retraumatizing students through certain invasive survey questions, creating the potential for burnout or exposure to violence in asking Black individuals or groups do training on anti-Black racism during times of heightened anti-Blackness).

The SGPS is committed to continually reflecting, learning, and acting on these and other equity issues and strives to increase indigenization, equity, diversity, inclusion, accessibility, and anti-racism for our members and employees.

- b. The SGPS upholds the Queen’s University Harassment/Discrimination Complaint Policy and Procedure (<https://www.queensu.ca/secretariat/harassment-and-discrimination-prevention-and-response-policy>).
- c. SGPS policies, bylaws, events, services, and employment practices shall be determined with consideration for the definitions and terms used in the Queen’s University Harassment/Discrimination Complaint Policy, the Ontario Human Rights Code (<https://www.ohrc.on.ca/en/ontario-human-rights-code>), the Canada Human Rights Act (<http://laws-lois.justice.gc.ca/eng/acts/h-6/FullText.html>), and the Employment Equity Act (<http://laws-lois.justice.gc.ca/eng/acts/E-5.401/FullText.html>).

BIRT SGPS Council approve the following changes to P.11.1.2 Employment Equity

P.11.1.2 Employment Equity

- a. The SGPS recognizes that systemic discrimination has historically disadvantaged particular groups, as defined in P.11.1, in the area of employment.
- b. The SGPS mandates anti–oppression training for all employees.
- c. The SGPS shall attach the following statement to all correspondence, publications, and promotional material, in print or electronic, that advertises SGPS elections, hiring, and opportunity for Appointment: “The SGPS encourages applications from members of equity-

seeking groups including, but not limited to international students, persons with disabilities, Indigenous people, members of minoritized groups, women, parents and 2SLGBTQIA people.

BIRT SGPS Council approve the removal of P.11.1.3 Accessibility which is redundant with the much more thorough P.11.4 Accessibility Policy

BIRT SGPS Council Approve the removal of P.11.3 SGPS Equity Climate Survey