



July 8th, 2020

Dear Arts and Science Community,

We have been saddened and appalled at the stories that have come from the Instagram account [@stolenbysmith](#) in the past week. We are inspired by the courage of **Kelly Weiling Zou**, the account's sole creator and manager, and the contributors who have shared their experiences. The experiences detailed are horrific, and it would be a mistake to imagine that the racism, oppression, and colonialism they demonstrate are just features of one program or faculty. ASUS and the Faculty of Arts and Science undoubtedly have extensive work to do in making this campus a safe place for QTBIPOC students, students with disabilities, and students of other marginalized identities, to eradicate these terrible experiences of discrimination.

In the past couple of weeks, we at ASUS have begun a number of initiatives to help eradicate systemic racism from our community. We look forward to continuing the following efforts through the summer, upcoming year, and beyond.

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Short Term Commitments

- Working with the newly established Equity and Sustainability Director to **re-examine ASUS' internal hiring practices and operations**, ensuring that ASUS is a safe and accountable space where equity is prioritized.
- Critically examining the mandate and function of the **ASUS Reflection Room** to better support Indigenous students.
- Working with the Equity and Sustainability Director to **ensure respectful, thoughtful, and informed land acknowledgements** at all ASUS Events.
- **Revising ASUS' Policy and Constitution** to ensure that equity is centrally reflected in the governing structures of the Society.
- **Improving ASUS elections' accessibility and outreach**, aiming to diversify the voices on ASUS Assembly and ensure that marginalized communities have a stronger voice in the governance of the Society.
- Bringing QTBIPOC voices to campus in a **speaker series** format designed to progress our community's conversations on issues of oppression and systemic racism.
- Working with Department Student Councils to **ensure that QTBIPOC students can effectively advocate for change in their academic experience**, and have positive spaces inside and outside of the classroom.
- **Strengthening the ASUS Anti-Oppression Training** for all society volunteers and providing the training as a public resource for all students, clubs, groups, and organizations on campus.
- **Developing ASUS Harassment and Discrimination Policy** to ensure that ASUS is a positive and safe space for all volunteers.
- **Better disseminating anti-racism and support resources** to all Arts and Science students, including central promotion of an improved Resource Hub on the ASUS Website.





Long Term Commitments

- Advocating with the Faculty of Arts and Science to ensure that **QTBIPOC perspectives as well as the ones from other marginalized identities are a part of every student's degree**, regardless of their Department. A proposal under consideration includes a mandate that every student takes 3.0 units of an Equity-focused or incorporating course during their Arts and Science degree.
- Creating a new ASUS Equity Committee to **work with faculty to address the content in existing courses**, aiming to decolonize the curriculum and include a fuller set of voices and perspectives.
- Advocating for better reporting and accountability on the **Truth and Reconciliation Commission and PICRIDI reports**.
- Proposing and advocating for a **Worker's Academic Credit** to help ease the academic burden on students who face financial barriers at Queen's.
- Making Equity a focus of the **ASUS Advisory Board**, ensuring that the Society's long-term strategic direction is charted with strong consideration to goals of anti-racism, anti-oppression, and equity.
- Advocating for anti-racism, anti-oppression, and support resources to be prominently displayed in **course syllabi** across Arts and Science.