

ASUS

Arts & Science



Undergraduate Society

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EQUITY COMMISSION  
STRATEGIC PLAN  
2023-2024

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## **Mandate**

The Equity Commission shall advocate on topics of equity and social justice, including but not limited to, intersections of environmental justice, privilege, gender identification, patriarchy, sexual orientation, sexual assault, disability, mental health, culture, ethnicity, and race and religion, as related to both the Society and Society members at large. The Equality Commission shall strive to provide an accessible, accountable, and inclusive space within the Arts and Science Society for all students regardless of identity, and to act as a resource that is knowledgeable on the equity structures of Queen's University.

## **Opening Statement**

The Equity Commission will strive to continue creating and providing a safe and inclusive environment for the Arts and Science Society where students from all walks of life feel comfortable, supported, and accepted. The Equity Commission hopes that students will take advantage of the safe environment provided to think critically and educate themselves on current social justice issues while engaging in meaningful and passionate equity work through various interactive and sustainable initiatives and events.

The main goals of the Equity Commission this year are to expand the commission's presence through the Queen's community, increase equity education and opportunities to the Queens community, and build stronger relationships with our internal and local external EDII+ related clubs.

The Equity Commission will expand its presence throughout the Queen's community by offering more interactive events and increasing our social media presence. I want to increase the Equity Commissions' presence throughout the Queens community by hosting frequent events via our committees and increasing our social media presence. With our six committees hosting more frequent and interactive events on campus, ideally, at least one event per month. The increased frequency of events will make the student body more aware of the commission's presence, leading to more engagement and increased turnout at future events. Additionally, we aim to have more collaborative events within our commission and with external groups on campus. Hosting these collaborative events with other clubs and groups helps expand the Equity Commission's presence to new audiences and vice versa for whomever we collaborate with. In terms of social media presence, a goal of mine is to increase engagement and activity on the ASUS Equity Instagram page. This would be achieved through posts highlighting important ASUS-related equity events worldwide and reposting equity committee-related events.

To increase equity education and opportunities through the Queens community, The Equity Commission will host more equity education-based events through our committees. These educational events can range from informative booths with incentives to the promotion of the equity library and "Productive Pastime" a new equity book club collaboration with Khadija, the Social Issues Commissioner of the AMS.

Lastly, to build stronger relationships with our internal and local external resources, the Equity Commission will form strong relationships and provide support early on in the year with equity-related groups on campus and in the Kingston community through partnerships, collaborations, and support.

### Equity Commission Goal

#### 1. Expanding the Commission Presence

- Expanding the presence of the Commission is an important goal of mine as the committees within the Commission are relatively small in comparison to other Commissions. By expanding our presence and becoming a more vocal committee in the Queens community, I hope our event turnout, participation, and future engagement will all increase, bringing more awareness to the Committees. Increased turnout and engagement during the year would lead to more flexibility within the committee for future years. Ideally, I would like to achieve this goal by hosting more events on campus with the committees and increasing our social media presence.
  
- Hosting Frequent Events
  - I plan to have each committee host at least one on-campus event per month open to all students. Hosting frequent on-campus events would result in increased attention from the student body. In addition, providing incentives at these events, such as complimentary snacks, drinks, and small prizes and making these events open to all students increases the probability of students bringing their friends to these events, resulting in greater turnout and engagement. Another method of increasing in-person turn at events throughout the year is through internal and external collaborative events. Hosting and participating in collaborative events within our Commission and external equity-related clubs enables our committees to expand their audience and reach students previously not accessible or aware of our committee and form strong relationships with other equity-related clubs on campus.
  
- Social media
  - In terms of social media presence, I plan on using social media to bring awareness to our in-person event through promotion and growing our committee pages through continuous support. The ASUS Equity Instagram page will be used to streamline attention and engagement to all committee events or initiatives. Before any events or initiatives, each committee will individually post a graphic highlighting the event at least a week in advance, which the Equity Instagram will repost and share on its story. This process will be repeated a couple of days prior and on the day of the event to remind users of the upcoming event in hopes of increasing turnout. Aside from promoting committee-related events and initiatives, the Equity Commission plans to

increase our social media presence through equity-related posts highlighting important ASUS-related events and holidays.

## 2. Increasing Equity Education

- A major goal of mine this year is to use the Equity Commission to increase equity education and opportunities on campus. Providing more opportunities for students to engage in equity education is extremely important as it will allow students to experience their personal learning journeys via equity-related topics. I plan to achieve this goal by having Informative boosting sessions, The Equity Library, an equity book club, and EDII Academic Implementation.
  
- Informative boothing sessions

Hosting informative boothing sessions on equity-related topics allows us to introduce the student body to new information resulting in personal reflection and learning. This year, I aim to have committees such as Socc, R&R, DNA, and Queer Space hosting informative boothing sessions. These boothing sessions can be quick 2-3 minute presentations on topics of importance concerning each respective committee. These boothing sessions will be used as an opportunity to educate the student body on important topics or issues relating to these clubs allowing the student body to be introduced to new information or topics previously unaware of, resulting in individual reflection and learning. I plan to have these boothing sessions hosted in the ARC during the late afternoon when most students are done with classes so they aren't in a rush and can take their time to engage with these short presentations. Small Incentives such as snacks and drinks will be provided as an incentive and reward for students to give their time for these presentations.
  
- The Equity Library
  - The Equity Library is a great outlet to encourage equity education. Unfortunately, the Equity Library is underused, mainly due to the lack of awareness of its existence. A solution to encourage more students to use the library as a resource to further their equity education is promoting the library through social media along with incentives for signing out books. A promotional idea from previous years that I'd like to revamp is 60-second book reviews based on new books added to the library, promoting the library in general, and incentives such as gift cards for students who sign out the most books monthly or per semester.
  
- Equity Book Club

- Productive Pastime is a new new incentive in the works as a collaboration between the ASUS Equity Commissioner and the AMS Social Issues Commission (SIC). Each commission has its own Equity Libraries but engagement with this great learning resource could be improved. This pilot book club initiative named Productive Pastimes will serve as a method to not only create community but also a safe space for students to learn from each other and discuss equity topics selected on a monthly basis
- EDII Academic Implementation
  - Another goal is to continue working on implementing EDII into the Queen's curriculum. This involves working with Jenn Stephenson, the Associate Dean of Academics as a member of the Curriculum Diversity Strategic Planning Groups and a member of the ARTSCI Curriculum Committee to ensure EDII content is incorporated into Queens Academics. As a member of the Curriculum Diversity planning group, we are currently drafting a rough outline of the strategic plan we have to present later in the year. As for the ARTSCI Curriculum Committee, we still need to meet. Based on my previous understanding, myself and Sarah Eklove, the Academic Commissioner, will sit on the committee as members throughout the year and discuss how to ensure EDII is incorporated into the ARTSCI Curriculum.

### **3. Forming relationships with internal and external EDII individuals**

- The equity commission works to provide equal opportunity and supportive space students to Arts and Science students throughout Queens. We share similar agenda and goals with our sibling societies and their student groups. Therefore, by reaching out more frequently, taking advantage of our similar interests, and strengthening communication, we'll better understand how to approach current EDII issues and address them on campus. Also, by creating this line of communication between the sibling societies, greater equity engagement will be encouraged as a benefit of reaching more students across campus.
- Strengthening Commission Relationships
  - By reaching out and collaborating with the many clubs on campus that also actively work on equity-related issues, the commission can use these student groups to create new opportunities and collaborations and form external support. This year, I aim to have more planned initiatives and support for other campus equity initiatives. This goal will be achieved by creating and building relationships with these campus clubs by reaching out throughout the summer and school year to form long-term collaborative projects. Frequent meetings and communication will be conducted along with bi-weekly reflection and updates to ensure sustained connections and partnerships.

- Town Halls and Equity Caucus
  - To further EDII conversation and equity work on Campus, Ruth Osunde (The Social Issue Commissioner External) and I plan on hosting an Equity Town Hall and Equity Caucus. The Equity Town Hall and Caucus would function as an opportunity for students to come forth and address their concerns in a safe and constructive manner while also allowing the other EDII clubs to present the opportunity to voice their concerns to the Deans and facilitate discussions regarding EDII.

**Committee Team Descriptions & Goals**

Committee Description
<p><b>Deputy of Special Projects</b></p> <p>Description of Goals for the Deputy Below:</p> <p><b>September</b>  <u>September Activities:</u></p> <ol style="list-style-type: none"> <li>1. Meet the Equity Commission Team</li> <li>2. Instagram <ul style="list-style-type: none"> <li>● Days of Action Calendar</li> <li>● Events hosted by Equity Commission post</li> <li>● Meet the Equity team post</li> <li>● National Truth and Reconciliation Post (September 30 2022)</li> </ul> </li> <li>3. Special Project <ul style="list-style-type: none"> <li>● Work on logistics</li> <li>● Consultations</li> </ul> </li> </ol> <p><u>Events Details:</u></p> <ol style="list-style-type: none"> <li>1. <b>Meet the Equity Commission Team</b> : This event will give students in the Queen’s community the opportunity to meet the Equity Commission team along with the six different committees. The event includes activities, icebreakers, food, music, and button making. Possible locations are ASUS Offices or Yellow House.</li> </ol> <p><b>October</b>  <u>October Activities:</u></p> <ol style="list-style-type: none"> <li>1. Instagram <ul style="list-style-type: none"> <li>● Days of Action Calendar</li> </ul> </li> <li>2. Homecoming Safety Event</li> <li>3. Check in with co-chairs and attend their event</li> </ol> <p><u>Events Details:</u></p>

1. **Homecoming Safety Event:** The ASUS Equity team will have a table set up outside of the ASUS house and provide flyers to students to share tips on how to stay safe ( i.e Alcohol and Substance use, interactions with police etc. ) during Homecoming and Halloween. Additionally, flyers will be placed around campus that speak on promoting consent, healthy relationships, and bystander intervention.

## **November**

### November Activities:

1. Mental Health Booth
  - Find resources for marginalized communities
2. Check in with o-chairs and attend their events
3. Instagram
  - Promote ASUS financial assistance fund
  - Days of Action Calendar

### Events Details:

**Mental Health Event:** The ASUS Equity team will have a table outside of the ASUS house and provide flyers to students with affordable resources for equity deserving students. Students will also be able to grab a journal that will give them a place to write, journal and express themselves. This journal will come with a paper, with different prompts in order to help students be successful in self-understanding.

## **December**

### December Activities:

1. Check in with co-chairs and attend their events
2. Planning for Equity Week
  - In person
  - Reach out to speakers
  - Plan logistics
  - Book Venue/Spaces
  - Collaborate with organizations
3. Instagram
  - Promote ASUS financial assistance fund
  - Days of Action Calendar



## **January**

### January Activities:

1. Work on Equity Week
  - Finalize Details
2. Equity and Accessibility
  - Promote on Social Media

## **February**

### February Activity:

1. Instagram
  - Promote Equity Week
  - Days of Action Calendar

## **March**

### March Activities:

1. Instagram
  - Days of Action Calendar
1. Equity Week

### Events Details:

#### **EQUITY WEEK:**

This will be a week to collaborate with local businesses in Kingston. Most events will be in the Arc or on Queen's campus to provide students with an accessible venue and to ensure that a wider audience is reached. This will also allow us to ensure that the activities are free or low cost to remove financial barriers. Each day will focus on a different equity design group and will include a business/organization within the Kingston community that supports the group. Each day can also be a collaboration with one of the committees.

#### **MONDAY(Disability & Neurodiversity) :**

- Inclusive Language Workshop: This booth will provide students a way to educate themselves on using inclusive language and to promote awareness of disability and neurodiversity
- This booth will also be a way for students to share their thoughts on how ASUS can be more inclusive and accessible
- Students that participate/ attend the booth are entered into a raffle to receive a gift

card/prize from a local store

**TUESDAY( 2SLGBTQ+) :**

Pride Trivia Night at Yellow House or a 2SLGBTQ+ friendly bar/cafe in Kingston. Students will be able to attend the trivia night in hopes of winning a prize/gift card from a local 2SLGBTQ+ friendly business. Entry can be free or low cost, with the money going towards a 2SLGBTQ+ organization in Kingston.

**WEDNESDAY( Students of Colour) :**

Wednesday will be open mic night either at a black owned business in Kingston, Union Gallery, Yellow House or ASUS house. Students can sign up to perform and showcase their talents whether it be singing, playing and instrument or spoken word. Performers do not have to be students of color. During this, different vendors (queen's students of color with businesses) will be on display. The equity team will have a table that will give students an opportunity to let us know what resources they feel are missing and how to make ASUS more accessible. Students that participate/ attend are entered into a raffle to receive a gift card/prize from a local store

**THURSDAY(Low income Students):**

This booth will be at the ARC and help provide students with resources to attain financial literacy. This event will also be an opportunity to promote the new community fridge/free food idea to reduce food waste, minimize the food insecurity gap. Students that participate/ attend the booth are entered into a raffle to receive a gift card/prize from a local store

**FRIDAY: Polaroid Booth( idea taken from last year)**

On a board, students will answer a prompt on a sticky note and post it on the board. Once this has been done, they will be able to take a polaroid picture and decorate the border. The booth will also promote the equity library as many students may not know about it. Students that participate/ attend the booth are entered into a raffle to receive a gift card/prize from a local store.

**April**

April Activities:

1. Transition manual
2. Volunteer appreciation

Events Details:

1. **Volunteer Social:** A social will be planned for volunteers to thank them for their efforts.

**OTHER IDEAS:**

- Focus Group: This will be an online focus group to get insights on what students think of Queen's and how ASUS can create a more positive community.
- Idea: Host a booth where students can come get an exam care package( Journal, and a flier with tips for anxiety reduction, a studying timetable, a list of mental health resources) or Host an event where students can come to take a break from studying( painting, journaling, creating a collage)

**SPECIAL PROJECT PROPOSAL:**

Food Leftovers

- Idea: when events held at queens have leftover catered food and the food is not being taken home at the end of the event by guests who are the organizers of the event. Students will be able to collect the food either from the queens mobile order app or from the fridge( idea brought up by Jolin last year). This will allow more events to become more sustainable throughout the year.
- Combats: Food Insecurity, Food Waste
- Students would be able to access this for either a low fee or for free.
- Sustainable development goals that it tackles: 2, 3 10
- Susan Belyea, director of Ban Righ, is currently looking into this and trying to come up with a solution to combat food insecurity. This may be a valuable contact to get in touch with for a collaboration or feedback on the project

**Queens Equity Conference**

Description of the Equity Conference:

**Queens Equity Conference:**

The Queen's Equity Conference is a conference that takes place for one day during the academic school year in order to create an opportunity for Queen's students and the Kingston community at large to learn, grow and interact with one another. It focuses on educating attendees on various topics concerning the importance of social justice and activism in the world we currently live in. The conference strives to keep attendees engaged through various outlets including educational workshops, well-respected keynote speakers, and various other activities. Overall, this conference serves to educate the Queen's University student body and individuals from the surrounding community on topics relating to Equity, Diversity, and Inclusion.

Description of Goals for the Committee Below:

**Ensure all attendees feel welcome and heard while at the conference and afterwards.**

As we strive to ensure that this conference is different from the others produced by Queen's University, our goal is to provide a safe and welcoming space for students to communicate and connect with one another. We want all attendees to feel comfortable and heard even while encouraging difficult conversations to take place. To do so, we will consider the keynote speakers chosen, the language used and the activities selected to ensure that they promote a safe space for all delegates.

**Modify marketing to increase outreach in broader Kingston community**

While we understand the importance of educating staff and students associated with Queen's University, we also acknowledge the importance of ensuring that individuals belonging to the wider Kingston community are also given the opportunity to take part. Our goal is to use various marketing strategies such as social media sites to ensure that we create enough awareness surrounding this conference. We want to ensure that even those who are not directly associated with the University feel as though this conference is also catered to them.

**Queer Space**

Description of Queer Space:

Queer Space organizes events that focus on educating the student body and community about queer issues, gender identity/diversity and sexual/romantic orientation. The committee aims to advocate for and create space for LGBTQ2S+ and BIPOC communities at Queen's, while acknowledging the multifaceted nature of gender and gender-based oppression. Queer Space will achieve these goals through events such as panels, training sessions, forums, and creative workshops, as well as through collaboration with other social justice groups on campus. Queer Space will strive to educate students on the issues faced by LGBTQ2S+ communities, while also creating a space for individuals of all sexual/romantic orientations and gender identities within the Society.

Description of Goals for the Committee Below:

## **Operating Statement**

This year, I hope to grow QueerSpace's following and be more widely known across campus. Queer students at Queens will have the opportunity to engage with queer content made by and for queer people. The events I plan to run this year will provide students with a strong sense of belonging while at Queens, and I look forward to finding and connecting with the queer community here.

## **Goals for the Committee**

Goal 1: QueerSpace is still quite a small organization as of right now. I hope to host three events this year.

Goal 2: Similar to last year, I hope to increase the followers on our Instagram account. Currently we have 454, and I hope to reach 700 by the end of the year. I plan on doing this by using the Instagram to host Q&A's, polls, giveaways, and informational posts. I'm also interested in creating a tiktok account to gain more traction for the account.

Goal 3: I would love to continue to partner and strengthen relationships with other queer organizations at queens including (but not limited to) Q4P, The Queer Muslim Collective, Queers Supporting Peers, and Queers at Queens. I hope this will improve our reach as well as improving companionship/comradery between organizations.

## **Projects and Events**

### Sticker Sale for Charity

**Description:** I really enjoyed this event last year, so I would like to bring it back again! Last year an artist was commissioned to create a few designs and then they were sold at the ARC. Then they donated the proceeds to GAAP. I was also considering doing this once per semester, so that students who missed out on the fall sale have another chance with the winter one.

**Objective and Goal:** Queerspace acknowledges the good work being done by other organizations, and wants to help in any way that we can. Students get fun stickers to help represent who they are, and local organizations get funding. Again, this year, I would like to continue with commissioning a local queer artist to design a few stickers for us. I believe a collaboration would help expand our followers, and would help build the platform of local queer artists. I don't have anyone in mind yet, but I think a post on the Instagram detailing that we are looking for an artist might bring forward some options.

**Strategies:** Last year, they advertised quite a bit on Instagram, and reached out to other organizations to have them promote as well. Additionally, we could have posters around campus if we are worried about turnout. It could also be done in Mac-Corry, but the ARC is usually busier.

**Remote plan:** It is possible to arrange shipping for the stickers, though it would cost a bit more, or arrange a pick-up time for students who wish to purchase them online.

#### Queer Joy Highlight

**Description:** This was proposed last year and I think it's a great way to brighten queer student's days. A queer joy segment/highlight on our social media account.

**Objective and Goal:** This aims to highlight queer joy and bring hope to other queer people! I want to show that being queer isn't always a death sentence. Queer people have been here forever, and some of them were even happy. We should celebrate that! I would also like to introduce a submission option where students can anonymously share their queer joy stories.

**Strategies:** We're using social media for this one. We can utilise the Queen's Library and other sources (such as makingqueerhistory) to find our stories, and post once weekly or biweekly on a designated day. Using a google or Microsoft form that can be linked in the bio of the Instagram account, students can submit (anonymously if they choose) their own queer joy stories for a feature on the Instagram.

#### Affirmation April

**Description:** This was something we hosted in April of last year. We featured horribly designed, tongue-in-cheek affirmations designed by and for queer students.

**Objective and Goal:** This aims to form a community and increase engagement on our social media platforms.

**Strategies:** Last year, the affirmations were designed by one member of QueerSpace. I hope to include more people this year, and maybe even get our followers to send in suggestions as well. Additionally, we could have queerspace members create physical affirmations and give them out in the ARC to students alongside a candy or something similar. This could help students who don't know about queerspace get engaged.

#### Queer Gift Baskets

**Description:** This activity was done in march last year and I loved the idea, I would like to recreate it this year. Gift baskets have an assortment of items to help queer students feel appreciated towards the end of the semester.

**Objective and Goal:** This aims to give some joy to queer students through a care package of sorts, so students are encouraged to take care of/treat themselves.

**Strategies:** Last year the baskets included a thrifted mug, an affirmation card, snacks from Costco (GF and Vegan options), drink packets (hot chocolate), LUSH samples, and either CoGro cake vouchers, crocheted bookmarks, or necklaces made by queer artists. Information on how/where to get these is available from last year, and they made 30 baskets. They can be distributed in the reflection room on a first come first serve basis. Social media can be used to advertise this as well as contacting other

organizations to spread the word.

## Timeline

### September

- Hiring forms and posts, interviews and setting up roles/responsibilities for staff
- Post looking for queer artists for sticker design
- Design advertisements for sticker sale
- Order stickers Rent table

### October

- Sticker sale
- Begin "queer joy" series

### November

- Maybe do a collaboration with someone (BIPOCTalk, Queers for Peers)
- Post for transgender day of remembrance
- Queer joy series

### December

- Queer Joy series - holiday edition

### January

- Queer Joy series
- Prep for second sticker sale
- Order stickers
- Design advertisements, post about it
- Rent table

### February

- Sticker sale
- Queer joy series
- Prep for queer gift baskets
- Thrift mugs
- Affirmation cards created by queerspace members
- Book reflection room
- Reach out to LUSH
- Costco items (snack, drink packs)
- Reach out to cogro for vouchers

### March

- Queer gift baskets
- Queer joy series
- Affirmation April cards created by queerspace members
- Rent table in arc or mac-corry
- Buy candy to go with affirmations

April

- Queer joy series
- Affirmation april

**Down There**

Description of Down There:

Downthere Productions is relaunching with a new vision! We are transforming from a traditional theatrical production company into an event-based community project. Our goal is to bring Queen's University students together through arts and culture to create positive social impact.

Downthere Productions has always been committed to amplifying underrepresented voices. As we relaunch, that commitment remains stronger than ever. We aim to provide a platform for queer artists and artists of color, and to create a welcoming space for all students to feel empowered and heard.

We will be hosting a variety of events throughout the year centered around music, fashion, arts and crafts, and more. We believe that art has the power to create change. By using creativity as a catalyst for bringing people together, we hope to foster new connections and support networks on campus.

Description of Goals for the Committee Below:

- **Visibility:** Increase the visibility of DownThere Productions both on and off campus through strategic marketing, collaborations, and high-quality events.
- **Diverse Artistic Representation:** Foster an inclusive community by highlighting and promoting the works of queer artists and artists of color. Ensure that at least 50% of all performances, exhibits, and events feature these underrepresented artists. Showcase a wide range of artistic disciplines in DownThere Productions' events. Include music, fashion, arts and crafts, and more in the yearly programming.
- **Social Impact Events:** Host at least one large-scale event per semester that specifically aims to create positive social change, such as affordable art fair or sustainable clothes swap. Developing and implementing a code of conduct for all DownThere Productions' events, ensuring a respectful, inclusive, and welcoming environment for all attendees.



## Research and Recommendation

### Description of Research and Recommendation

The Research and Recommendation Committee provides students with opportunities to engage in research on equity-related issues that impact the student body. The team works to identify a problem faced by students on campus/ in the Kingston community and will then conduct research on this specific issue through surveys and focus groups. The committee will use this data to identify the ways in which the University and Society can better advocate for and support all students, especially those of marginalized identities.

### Description of Goals for the Committee Below:

The Research and Recommendation Committee is interested in empowering the voices of students and professors. Through our Equity Speaker Series and Equity Open Mic, we plan to initiate conversations about equitable opportunities, struggles, and recommendations to improve life at Queen's. The qualitative and quantitative data we collect through online surveys as well as in-person discussions will help guide us to improve equity and recommend solutions. We intend on using social media as a primary platform for connecting students to resources, events, initiatives, and surveys (e.g. social media giveaways, event posts, etc.).

**Mandate:** The Research and Recommendation Committee provides students with opportunities to engage in research on equity-related issues that impact the student body. The team works to identify a problem faced by students on campus/ in the Kingston community and will then conduct research on this specific issue through surveys and focus groups. The committee will use this data to identify the ways in which the University and Society can better advocate for and support all students, especially those of marginalized identities.

### Equity Speaker Series

- As a novel initiative, Research and Recommendation is planning on hosting an Equity Speaker Series, where Queen's staff, faculty, and students come together to share their experiences and engage in meaningful discussion surrounding equity and its role in the campus environment
- This event will also provide the committee with the opportunity to promote the Equity Library at Queen's (e.g. through a mini-booth selection of books), alongside the opportunity to complete surveys as the means of data collection for the annual project.

### Equity Open Mic

- As another novel initiative, the committee is planning on hosting an open mic event for students to share their own stories and discuss topics and issues they are passionate about.

This event will also have interactive portions for students and will serve as another opportunity for data collection (online/paper).

- We are hoping to partner with a food bank in Kingston for this event, and admission to the event will give students the option to donate a food item. In this way, we hope to promote equity both among students and the greater Kingston community at large.

#### O-Week Promotion

- To promote Research and Recommendation and the Equity Commission at the beginning of the year, the committee plans to host booths at various open house events on campus.
- This will provide the committee with the opportunity to promote our mission, planned events, spark interest among students, and answer any hiring inquiries.

#### Survey/Event Promotion

- Throughout the year as the committee promotes its events and its annual project, we intend on hosting booths in the ARC to direct students to more information about our initiatives and the opportunity to complete our survey for data collection. Students will also be able to learn about upcoming events.

### Students of Colour Collective (SoC)

#### Description of Students of Colour Collective

The Students of Colour Collective aims to advocate for and act as a safe space for racialized students within Arts and Science to organize initiatives and events that focus on amplifying the voices of racialized students through an intersectional approach. The Students of Colour Collective will mainly operate to create safe spaces for racialized folks at Queen's through collaborative events and initiatives with other racialized groups on campus. The Students of Colour Collective will achieve these goals through panels, forums, and creative workshops, as well as through collaborative measures with other social justice groups on campus and within the community at large. The Students of Colour Collective will strive to educate students on the intersectional issues faced by racialized communities, while also creating a space for individuals of all within the Society.

#### Description of Goals for the Committee Below:

##### Tangible Goals:

- **Creating a Sense of Belonging:** The club should strive to create a welcoming and supportive environment for students from minority backgrounds. It should be a space where members feel a sense of belonging and camaraderie.
- **Representation and Advocacy:** One of the primary goals should be to advocate for the interests and concerns of minority students on campus. This can involve addressing issues related to diversity, equity, and inclusion, as well as collaborating with university administration to effect positive change.

- **Promoting Cultural Awareness:** The club can promote cultural awareness and appreciation by organizing events, workshops, and activities that highlight the rich diversity of its members' cultures and backgrounds.
- **Networking and Community Building:** Foster connections and networking opportunities among members, as well as collaborations with other student organizations and community groups.
- **Collaboration with University and External Organizations:** Collaborate with the university's diversity offices, student affairs departments, and external organizations to create meaningful partnerships and initiatives.
- **Social and Cultural Events:** Organize social gatherings, celebrations, and cultural events that bring together members and the larger campus community.
- **Community Service and Outreach:** Engage in community service projects and outreach initiatives that contribute positively to local minority communities or address issues affecting them.
- **Promoting Intersectionality:** Recognize and advocate for the intersectionality of identities, ensuring that the club is inclusive of all minority students' experiences and concerns.
- **Addressing Mental Health and Well-being:** Prioritize the mental health and well-being of members, as discussions of social and racial issues can be emotionally taxing.
- **Celebrating Achievements:** Celebrate the achievements and successes of club members academically, professionally, or within the community to inspire and uplift each other.
- **Cultivating Allyship:** Educate the broader campus community about allyship and ways to support and uplift marginalized groups.
- **Long-Term Impact:** Aim to create lasting impact and leave a positive legacy for future generations of minority students at the university.

#### **Event Timeline:**

##### September:

1. Food Sale
  - a. Description of event
    - Selling ethnic food at the ARC or another "heavy foot-traffic" location
    - Food Ideas:
      - Samosas
      - Spring Rolls
      - Jamaican patties
      - Fresh mango + Tahin
      - Fresh chai
  - b. Purpose of event
    - To spread awareness about SoCC and let the general student population (mainly the minority student population) aware about the existence of this club
    - Bring a variety of cultural foods to the Queen's population

## October:

### 1. Movie Night

#### a. Description of event

- SoCC will be playing a movie that has cultural significance to the world of film
- Also, we hope to choose a movie that has made a great impact to a minority group (i.e: Everything Everywhere All At Once, Parasite, Life of Pi, Slumdog Millionaire etc.)
- According to the success of our previous movie night, we will be holding this movie night at Kingston Hall (large room with screen and projector)
- This event will be free to attend
- We will be providing snacks and drinks
- There will be a raffle for a GIVEAWAY

#### b. Purpose of event

- This will be a fun and social event where students of colour can have a space to feel safe and comfortable
- A place to meet new people
- A way to showcase people of colour in large feature films

## November:

### 1. Socc talks:

#### a. Description of event

- We will determine the event's specific objectives and identify key topics to be discussed. These topics will be relevant to the experiences and challenges faced by minority populations.
- We want to encourage multiple people to speak so we can foster diverse viewpoints.
- There will be smaller group conversations or breakout sessions on different topics, allowing for more in-depth discussions.

#### b. Purpose of event

- **Representation and Inclusion:** As a minority university club, we aim to create a sense of belonging and representation for students from marginalized backgrounds. Hosting such an event provides a platform for students of color to have their voices heard and perspectives acknowledged.
- **Empowerment and Activism:** These conversations can empower students to be advocates for change and social justice within the university and beyond. By discussing challenges and potential solutions, students may be inspired to take action to address systemic issues.
- **Mental Health and Well-being:** Topics affecting minority populations can be emotionally charged, and talking about them openly can help alleviate some of the emotional burden and provide a safe space for students to express their feelings.
- **Challenge Stereotypes and Biases:** By openly discussing important topics,

students can challenge stereotypes and biases that might exist within the campus community

#### December:

##### 1. Panel

###### a. Description of event

- We will recruit members to be a part of a panel
- This event will aim to be informative, educational, and empowering
- All members will be people of colour who have an inspiring career

###### b. Purpose of event

- We want to put a spotlight on the accomplishments people of colour have made in certain fields that fellow Queen's students aim to pursue (healthcare, business, education, etc.)

#### January:

##### 1. Potluck Social

###### a. Description of event

- Each exec member encouraged to bring a cultural food
- Attendees will have the opportunity to try new foods and learn about new cultures
- Provide a welcoming and informational space for students of colour

###### b. Purpose of event

- A cultural potluck brings together students from diverse minority backgrounds to celebrate and share their unique traditions and cuisines, fostering cross-cultural understanding and appreciation. Through food and storytelling, it creates a sense of community amongst students

#### February:

##### 1. Socc Talks/Movie Night

###### a. Description of event

- Adjustments will be made accordingly depending on the success of the prior event

#### March:

##### 1. Collaborative Fashion Show

###### a. Description of event

- SoCC will reach out to other minority clubs on campus and ask to collaborate
- Collaboration will include each club to volunteer 2-4 models that will walk in a fashion show wearing cultural attire
- Ticketed event
- Hypothetical Collaboration with:
  - QTSA (Tamil)
  - Q.Salsa (Hispanic)

- ACSA (African Caribbean)
- QASA (Queen's Asian Association)
- QNSA (Queen's Native Association)
- QuPunjab
- QPA (Queens Pinoy Association)
- QSA (Queen's Sikh Student Association)
- PSA (Pakistani Students Association)
- ASA (Arab Student's Association)
- Half-time Show:
  - TSA: Kuthu Dance
  - ACSA
  - Q.Salsa
- b. Purpose of event
  - This event aims to create a platform for students of color at Queens to unite and showcase various aspects of their cultures. While cultural clothing will take center stage, the collaboration with other Queens clubs will add dynamic dancing and singing performances, further highlighting the diversity and richness of the students' cultures.

April:

1. Study Night

a. Description of event

- This event will occur at the end of the year near exams
- Provide students with an opportunity to study with peers
- Snacks and beverages will be provided

b. Purpose of event

- Hosting a study night benefits students by providing a productive and accountable environment for studying together. It encourages collaboration and knowledge-sharing among peers, leading to a deeper understanding of the subject matter. Additionally, study nights offer emotional support to other students of colour on campus and foster time management skills, preparing students for group projects and exams.

**Disability and Neurodiversity Alliance (DNA)**

Description of Disability and Neurodiversity Alliance

The Disability and Neurodiversity Alliance (DNA) is a group focused on creating safe and accessible spaces, opportunities, and initiatives for students with disabilities to navigate their academics and university experiences. This group works to represent students who identify as disabled, autistic, neurodivergent, deaf, chronic illness, long-term condition, or mental illness. The main objectives of this committee are to use an intersectional approach in addressing and combatting ableism, raising

awareness on issues faced by students with disabilities, and promote disability justice while opposing oppression in all forms. Accessibility being a focal pillar within the committee, DNA is committed to addressing this within the educational setting, campus environment, and beyond.

Description of Goals for the Committee Below:

Events

### **October**

1. Halloween Pumpkin Carving Event:

a. Event Description

- This will be our Halloween event, where attendees will carve pumpkins together in the Reflection Room. Pumpkins and carving tools will be provided by DNA. We believe it will be a fun event for members of our community to get together and have fun getting creative. Following this, with their permission, the attendees' creations will be showcased on our social media.

### **December**

1. Holiday Cookie Decorating Event

a. Event Description

- This will be our holiday event, where DNA will provide all the necessary supplies to decorate cookies. This will be another great opportunity for members of our community to spend some time together, get to know each other and have fun getting creative. DNA has previously run this event, and with a stronger social media presence and strategic marketing, we will be able to reach more people and be even more successful.

### **February**

1. Valentines Day Card Decorating Event

a. Event Description

- This will be our Valentine's Day event. This event will consist of attendees decorating and writing cards with supplies provided by DNA. Once finished, stamps and envelopes will be given out for participants to send their cards to anyone in Canada. It will be another fun and creative event for our members to spend time together and relax in the spirit of spreading the love!

### **April**

1. Pot Painting Event

a. Event Description

- This will be DNA's spring event. Attendees will be given painting supplies and terracotta plant pots to paint their pots. Each pot will come with a packet of seeds for attendees to plant in their pots following the event. This event was successfully run last year and had a great response. Once again, we believe that with a stronger social media presence and strategic marketing, we will be able to reach more people, run this event on a larger scale and in turn strengthen DNA's presence in our community. With the attendee's

permission, the painted pots will be showcased on our social media.

#### New Branding Materials

##### a. Event Description

- We believe that DNA needs to strengthen our committees' marketing and branding, and as such, it is crucial that we stand out from other committees and clubs with our own branding materials. With these materials, we believe that we will be able to boost community engagement and member recruitment. We plan to do more booting and events in high-traffic areas such as the ARC and outside of the ASUS house to showcase our committee and what it is that we stand for.

#### Study Space

##### a. Event Description

- This year we plan to use the Reflection Room for a sensory-friendly, quiet study space. This initiative will occur monthly or bi-weekly (dependent on interest) throughout the year. Many study spaces on campus are not sensory friendly, with bright lights and constant noise and distraction. We hope to provide a safe, inclusive and quiet space where individuals can always feel comfortable and supported. It will be made clear via social media and word of mouth that we absolutely welcome any and all suggestions of how we can improve the space to better accommodate everyone.

### **Strength, Weakness, Opportunity, Threats Analysis (SWOT Analysis)**

#### **Strength**

Hosting Frequent Events and Increasing social media presence.

- Increasing the frequency of events per committee should be a very accessible and easy-to-follow goal, as many of the newly hired co-chairs this year are very passionate about their clubs and eager to get started.

Passionate Co-chair and deputies

- Equity work requires patience, passion, and dedication, and I am incredibly excited to work with this passionate group of deputies and Co-chair. I'm super excited to see what this year has in store for the committee.

#### **Weakness**

Event Engagement

- Event engagement remains to be an ongoing issue in the commission hence why my main goal is to increase engagement and participation.

#### **Opportunities**



Collaborations within the Queens community

- They're many opportunities to collaborate with the equity working clubs on campus and in the Kingston community. Aside from our common interest in equity, these many groups also share similar barriers, which open avenues for collaboration and opportunities for supportive organization among us. Additionally, collaborations provide a diverse range of perspectives for planning events.

**Threat**

Barriers and volunteer fatigue

- Equity work involves long work trying to figure out a tangible solution which usually is a long and draining process. Institutional barriers are always a factor, especially with university work. These barriers could also affect the volunteers under the commission. Volunteer morale could be negatively affected throughout the year. To combat this, volunteer appreciation will be a pinnacle part of this year's equity commission

**Timeline**

<b>May-August</b>	<b>Deputy and Co-Chair</b> <ul style="list-style-type: none"><li>- Meet and support deputies + co-chair with strategic plan and budget</li></ul> <b>Equity Town Hall + Equity Caucus</b> <ul style="list-style-type: none"><li>- Organize with SIC internal</li></ul> <b>Equity Book Club</b> <ul style="list-style-type: none"><li>- Organize with SIC external</li></ul> <b>Meetings</b> <ul style="list-style-type: none"><li>- Exec, council, Deputy</li></ul>
<b>September</b>	<b>Orientation Week</b>

	<ul style="list-style-type: none"> <li>- Participate in Orientation week</li> <li>- Speak at Community Conversation</li> <li>- Pre Week Training for Council</li> </ul> <p><b>Fall Hiring</b></p> <ul style="list-style-type: none"> <li>- Committee Hiring</li> <li>- Intern</li> </ul> <p><b>Commission Wide Meeting</b></p> <ul style="list-style-type: none"> <li>- Co-chair check in</li> <li>- Discuss and support hiring</li> </ul> <p><b>Organize office hours</b></p> <ul style="list-style-type: none"> <li>- Organize deputy office hours</li> <li>- Organize bi-weekly meeting times</li> </ul> <p><b>Promote Equity Book Club</b></p>
<p><b>October</b></p>	<p><b>Commission wide meeting</b></p> <ul style="list-style-type: none"> <li>- Meeting include updates, check ins, debrief budgeting</li> </ul> <p><b>Finalize deputy special project</b></p> <ul style="list-style-type: none"> <li>- Ensure both deputy are confident in their roles and with their responsibilities</li> </ul> <p><b>Begin planning Equity Week</b></p> <ul style="list-style-type: none"> <li>- Work with Uyanda to plan logistics of equity week</li> <li>- Reach out to participants and speakers</li> </ul> <p><b>Send out feedback form</b></p> <ul style="list-style-type: none"> <li>- To be completed by deputies, co-chairs, volunteers</li> </ul>
<p><b>November</b></p>	<p><b>Committee hiring</b></p> <ul style="list-style-type: none"> <li>- Support co-chairs who hire for second semester</li> </ul> <p><b>Commission Social</b></p> <ul style="list-style-type: none"> <li>- Social to commemorate the end of a successful semester</li> <li>- Core team social <ul style="list-style-type: none"> <li>- Check in with deputies and intern to defreif the semester and bond</li> </ul> </li> </ul> <p><b>Send out feedback form</b></p>

	<ul style="list-style-type: none"> <li>- Form is to evaluate my support throughout the Fall semester and provide me with suggestions on how to improve in the winter</li> </ul> <p><b>Organize second semester office hours</b></p>
<b>December</b>	<p><b>Volunteer appreciation</b></p> <ul style="list-style-type: none"> <li>- Self care packages + snacks</li> </ul>
<b>January</b>	<p><b>Finalize QCE plans</b></p> <ul style="list-style-type: none"> <li>- Support Anika and QEC team by getting speakers and event details finalized</li> </ul> <p><b>Commission wide meeting</b></p> <ul style="list-style-type: none"> <li>- New year check in</li> </ul> <p><b>Equity week preparations</b></p> <ul style="list-style-type: none"> <li>- Finalized details, supplies, and location for equity week</li> <li>-</li> </ul>
<b>February</b>	<p><b>Equity Week</b></p> <ul style="list-style-type: none"> <li>- Support Uyanda in holding equity week</li> </ul>
<b>March</b>	<p><b>Run QCE</b></p> <p><b>Finalize QCE budget</b></p> <ul style="list-style-type: none"> <li>- Speak to co-chairs to ensure costs are accounted for</li> </ul> <p>Plan for next year</p> <ul style="list-style-type: none"> <li>- Talk about advice for next year/incoming co-chair/ways to improve</li> </ul>
<b>April</b>	<p><b>Transition manual</b></p> <ul style="list-style-type: none"> <li>- Phase 1 &amp; 2 transition manual</li> </ul> <p><b>Finalize Budget</b></p> <ul style="list-style-type: none"> <li>- Wrap up budget</li> </ul> <p><b>Transition</b></p> <ul style="list-style-type: none"> <li>- Complete transition with incoming commissioner</li> </ul>

	<p><b>Send out Feedback form (post exam)</b></p> <ul style="list-style-type: none"><li>- To be completed by deputies, co-chair, volunteer, and intern</li></ul>
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**Closing Thoughts**

Thank you for taking the time to read the Equity Commission strategic plan for the 2022 – 2023 academic year. The Equity Commission is incredibly unique in that it provides many students with opportunities for both advocacy work and support, and I hope to continue this great work through the proposed initiatives in this plan. If you have any questions, or would like to learn more about getting involved within the Equity Commission, do not hesitate to contact me at [equity@asus.queensu.ca](mailto:equity@asus.queensu.ca). The heart of the Equity Commission is its volunteers, and I am so excited to support their creativity, passion, and activism in whatever capacity I can.