

Senate Educational Equity Committee (SEEC) Annual Report May 15, 2014

INTRODUCTION

The Senate Educational Equity Committee is responsible for academic equity-related policy in all matters pertaining to the academic mission of the University.

The responsibilities of the Committee include:

- Assisting in broadening campus community awareness of principles, goals and benefits of educational equity;
- Promoting activities that foster a safe, supportive and inclusive campus community that values diversity;
- Promoting opportunities to share experiences and diverse perspectives among campus members;
- Reviewing and, where necessary, recommending revision to existing policy or the creation of new policy related to educational equity;
- Initiating, recommending and overseeing research to inform the development or implementation of recommendations regarding educational equity-related policy;
- Setting up subcommittees or task forces and inviting such representatives necessary to ensure the participation of equity interest groups at Queen's in the work of the Committee;
- Encouraging and supporting academic units in developing and implementing educational equity plans;
- Receiving reports from the responsible administrative bodies on the effectiveness of the implementation and administration of educational equity-related policy;
- Coordinating the execution of its responsibilities with other bodies at Queen's responsible for equity-related policy and with the officers of the University who have responsibility for the implementation of equity-related policy.
- Report at least annually to the Senate on the work and activities of the Committee

ACTIVITIES

The SEEC met six times during the 2013-2014 academic year. The majority of the Committee's focus was on the completion of the **Diversity and Equity Assessment and Planning (DEAP) Tool**. The tool was developed in order to facilitate the assessment required by the SEEC Policy to assist units in responding comprehensively to the various reports related to equity, diversity and inclusivity at Queen's as well as the most recent academic and research plans adopted by Senate. The Tool is in online production and will hopefully be launched in September 2014.

In addition to the work mentioned above, the SEEC also discussed reports, programs, policies and initiatives on campus, such as:

1. **The Queen's National Scholar Program:** The SEEC reviewed the QNS proposal and template and provided revisions.
2. **SGPS Equity Survey:** The SEEC discussed with the SGPS the implementation of a self-identification survey. The SEEC suggested reviewing current surveys and bringing a final version back to the SEEC.
3. **The Harassment and Discrimination Policy:** The SEEC was updated on the current status of the Harassment and Discrimination Policy.
4. **Graduate Student Completion Times:** The SEEC received updates from the SGPS representative on the progress of the GSEC Task Force on Times to Completion.
5. **Employee Resource Groups (ERG):** The SEEC received updates from the Equity Office representative on the background for ERGs at Queen's. SEEC members agreed to participate on the Strategic Planning Group.
6. **Queen's Designated Group Representation:** The SEEC reviewed and commented on the representation of designated groups at Queen's.
7. **Teaching and Learning Action Plan:** The SEEC reviewed and discussed the report.
8. **Senate Motion: Lack of Recognition for Female Faculty in Research:** The SEEC reviewed the motion and discussed next steps.
9. **Summary Reports:** The SEEC provided summary reports to the Senate on a monthly basis.

To discuss the above programs, policies and initiatives the SEEC invited:

- R. Westland, Equity Commission, SGPS, to attend the September SEEC meeting to discuss the SGPS Equity Survey.
- S. den Otten, Associate Dean of Graduate Studies, to attend the October SEEC meeting to Graduate Completion Times.

NEW MEMBERSHIP

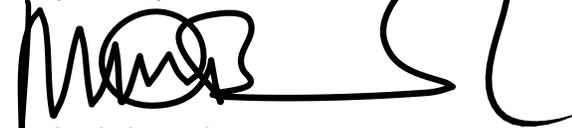
The SEEC was pleased to have one newly elected member join the Committee: D. De Witt. Also, the SEEC had a new Equity Office designate, E. Singh, a new AMS representative, M. Williams and a new SGPS representative, C. Webber.

FUTURE ACTIONS

The SEEC's future work will focus on:

- Implementing the DEAP Tool
- Providing feedback on the progress of Employee Resource Groups
- Discussing the Graduate completion times
- Reviewing the 2014 Designated Group Representation
- Reviewing the SGPS Equity Survey
- Recognition of Research Conducted by Female Faculty

Respectfully submitted,



Michael Blennerhassett
Chair, Senate Educational Equity Committee

SEEC Membership

I. Bujara, Director Human Rights

J. Cui, Elected Graduate Representative

D. de Witt, Agnes Etherington Art Centre

A. Girgrah, Vice-Provost and Dean of Students delegate

T. He, Elected Under-Graduate Representative

V. McCourt, Four Directions Aboriginal Student Centre

L. Purda-Heeler, School of Business

E. Singh, Equity Office delegate

G. Smith, Provost and Vice Principal (Academic) delegate

T. Tang, Student Experience Office

C. Webber, SGPS Representative

M. Wright, AMS Representative

Chair: M. Blennerhassett

Secretary: J. Christie