



ams
Student Society
of UBC Vancouver

Proposal for AMS Equity Office

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Why do we need it?

- The current structure does not adequately address the AMS' internal needs
- The current structure does not adequately address the needs of the AMS community
- Other Canadian universities have demonstrated their commitment to equity
- The Task Force Recommendations point to a dire need for change on campus

AMS Internally

- Currently, there is one 10 hr/week student position, Equity Commissioner
- The SASC has taken over much of the need for equity education in the AMS

Community needs

- The incident at the Block Party
- The Frosh chants
- Series of sexual assaults in Fall 2013

Other Canadian universities

- SSMU
- UTSU
- Queen's AMS

Previous AMS Equity Office

Why did it fail?

- Overly punitive
- Forced on clubs
- Did not make its purpose clear
- Inadequate professional guidance

“Treating diversity in gender, ethnicity, and sexuality as things to be celebrated and culturally recognized is essential, especially at an educational institution. The AMS is in a critical position to demonstrate its commitment to proactive equity practice. This should ideally take two forms; internally, we must commit to ensuring that principles of equality and inclusion are always maintained in our operations, and externally, we must take on an increased leadership role in the campus community, guiding necessary conversations and changes in modes of thought on all equity matters.”

So what do we want to do?

- Open a new AMS Equity Office, similar in structure to SASC
- Hire a professional, experienced manager
- Run this project for one pilot year

And what would the office do?

- Provide training on-demand for AMS staff, executives, Council, and clubs
- Run equity education campaigns
- Collaborating with UBC Equity and Inclusion, and other equity programs at UBC
- Performing referrals as necessary when cases come to the AMS

Hiring

Hiring criteria should include:

- Experience managing staff, maintaining budgets, and overseeing projects
- Minimum Bachelors degree, preferably in social justice-related disciplines, or comparable work experience
- Background in anti-oppressive operational frameworks
- Experience planning educational events, workshops, and seminars, or facilitating them
- Knowledge of organizational equity policies and policy review would prove useful
- Comfortable and experienced in a large organization

4.2 - Base costs

Base budget:

Office Supplies	\$200
Library	\$400
Furniture	\$2,000
Retrofitting	\$2,500
Equipment	\$3,000

Total: \$8,100

We are currently looking for spaces within the New SUB to accommodate the office. The availability of space, as well as the type of space it is, will determine the cost. Retrofitting would only be required if no current space is suitable.

4.3 - Pilot year budget

Below is a comparison of the 2013-14 SASC budget, and our proposed budget.

Sexual Assault Support Centre:

Salaries & Wages	\$92,007
Benefits	\$17,391
Telephone/Fax	\$1,200
Office Supplies	\$200
Postage/Courier	\$60
Miscellaneous Expense	\$584
Photocopying & Administrative	\$500
Professional Development	\$2,000
Advertising & Promotion	\$11,000
Library	\$200
Furniture & Equipment	\$500
Volunteer Training	\$3,000
Volunteer Appreciation	\$2,000

Total: \$130,642

Equity Office:

Salaries & Wages	
Manager	\$47,500
Student Staff	\$7,200
Benefits	\$8,977
Telephone/Fax	\$1,200
Office Supplies	\$200
Postage/Courier	\$60
Miscellaneous Expense	\$343
Photocopying & Administrative	\$500
Professional Development	\$1,000
Advertising & Promotion	\$7,000
Library	\$200
Furniture & Equipment	\$500
Volunteer Training	\$900
Volunteer Appreciation	\$600

Total: \$76,180

The pilot year would cost a combined total of **\$84,280**.

Questions?

Further questions?

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