

AMS Equity Caucus

Prepared by VP External Office

Overview

- Timeline
- Report on Initial Consultation
- Proposal for the Future
- Next Steps

Background

Governance Review

Raised the concern that some groups felt that they were not being adequately represented.

Early Consultation

Issues around membership, accountability and engagement



Initial Consultation

Three main issues raised:

1. Membership

Scope - How do we balance a focused but inclusive membership definition?

2. Accountability

How can informal structures get their work into formal bodies?

Initial Consultation

3. Engagement

Does the caucus have enough resources for meaningful work to be done?

How do we ensure the information about the caucus and the work being done is accessible?

Proposal

CREATE AN EQUITY PLAN FOR THE AMS

Committing to equity and inclusion necessitates a broader conversation.

If we are dedicated to this outcome, we must do the work necessary to reach out to our membership from the onset of this process to collaboratively create a plan of action.

Engaging with equity-seeking student groups on a predetermined structure is not enough. We should take steps back in this process and start from an early, consultative phase on a broader inquiry into how the AMS can be a more equitable organization.

Next Steps

Date	Deliverable
March - April	Get feedback from underrepresented student groups on next steps, present at AMS council on shifting direction and timeline
May - August	Create a formal working group
September	Host a town hall or pop-up sessions
October	Integrate feedback to create full plan
November	Host second engagement session to provide feedback on plan
December	Finalize the document and begin implementation plan

Our Process

- We are in the process of meeting with equity seeking groups on campus.
- There is a lot of potential and interest being communicated.
- We have a lot of equity work being done by students and we want to add to their work and support them through this structure.

Motion

BIRT AMS Advocacy Committee strike an Equity Plan Working Group and present a finalized document to AMS Council by the end of November 2019.