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.

**Equity Caucus**
High barriers to entry, no formalized power, low participation

**Early Consultation**
Issues around membership, accountability and engagement

**Next Steps**
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

Commiting 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

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