

SCD240-20

Equity Plan Update

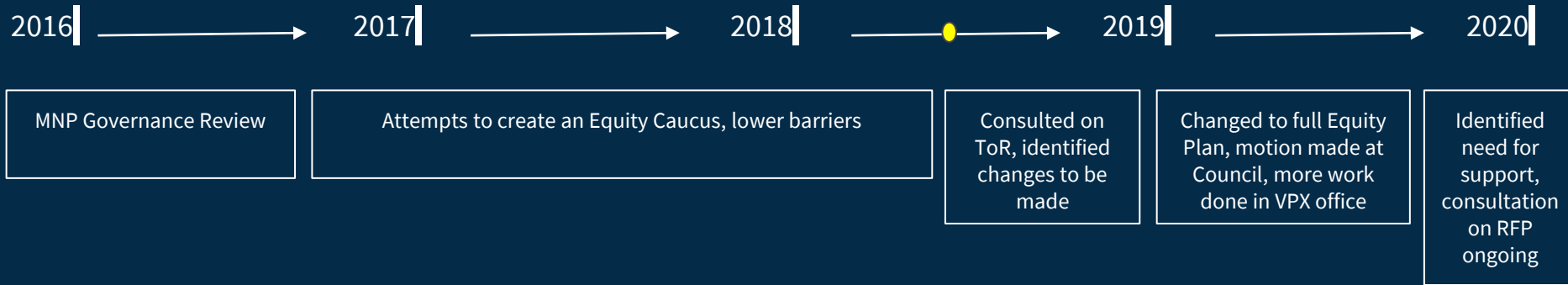
From the VP External office



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— EST. 1915 —

Project History



Progression of work done on the Plan

Summer 2018, iteration 1: Try to do another strong recruitment effort with the original Equity Caucus structure, as low barrier as possible (just indicate interest)

2018-early 2019, iteration 2: Go back to groups to consult on terms of reference, issues expressed throughout process that structure may not be conducive, broader equity issues addressed that touch many areas of the AMS (operations, governance, advocacy)

April 2019, iteration 3: Proposed to switch to full Equity Plan with a Working Group to be created to co-lead this initiative with the community, Council motion

Up to now, iteration 4: Different models were ideated but difficult to identify how to create a robust plan and implementation, identified need for support and began inquiring about our options, RFP process started and first round consultation done with:

VP Admin, President, Human Resources Manager, GovCom Chair, Advocacy Committee

Where we are right now

Before the holidays:

- Finished first round of consultation, RFP halfway done
- Preparing second round of consultation with mini internal audits to identify the scope of the project (to be done with internal groups)

January:

- Do a mini audit with a roundtable for external groups
- Get equity and inclusion training for Advocacy Committee
- Send Advocacy Committee the finalized RFP and get final feedback on scope of project
- Send out RFP

Work outstanding + Timeline

February

- Identify successful proposal and cost of project
- Begin plan creation and create a structure (ie. WG) to support the work
- Bring update to Council

March-April

- Create plan with support of the new structure
- Transition new team and set up responsible Executive with this project

Updated motion

April 3, 2019 motion:

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

Updated proposed motion:
“BIRT Council amend its motion on April 3, 2019 to postpone the presentation of the finalized document and the creation of the Working Group until second term with an update to Council on progress to be presented by the last meeting in February”

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Questions?