
SUBJECT	Approval of Associate Equity and Inclusion Position Motion
MEETING DATE	April 9, 2020
MOTION	"BE IT RESOLVED THAT on the recommendation of the HR Committee, the Associate Equity and Inclusion position be approved as presented"
PREPARED BY	Riley Ty – AMS HR Committee Chair
DOCUMENTS	Associate Equity and Inclusion JD

DESCRIPTION & RATIONALE

The role of the Associate, Equity and Inclusion is to coordinate, support, and advocate, with historically, persistently, or systemically marginalized groups, for campus-wide equity, diversity, and inclusion practices within the AMS. This position is responsible for the implementation and coordination of the AMS Equity Plan and related policies across the organization in partnership with affected groups, external consultants, and AMS Executives, Council, and Senior Managers. This position will also be responsible for leading research related to equity, diversity, and inclusion, as well as coordinating and executing relevant campaigns, consultations, and communications. The position will work collaboratively with all Executives and across the AMS to support EDI initiatives and their implementation.

BENEFITS

Reputational,
Financial,
Sustainable, Social

Will help to address areas of equity, diversity and inclusion within the AMS helping to transform it into a better overall environment.

RISKS

Financial,
Operational,
Reputational

If not approved, areas of note might not be able to be addressed as effectively.

COSTS
Financial,
Resources, Lifecycle

Approximately \$16,640 annually in wages.

TIMELINE
Implementation
Timeline

Position will start May 1, 2020 and continue to April 30, 2021.