

# EQUITY

## ACTION PLAN

SEPTEMBER 2021

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**Maia Wallace** Equity and Inclusion Lead



# TONIGHT'S PRESENTATION

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# ACKNOWLEDGEMENTS

Special thanks to the following individuals  
for their work on this project:

**Cristina Initchi**  
**Will Shelling**  
**Niki Oveisi**  
**Lilly Callender**  
**Adeline Huynh**  
**Maia Wallace**



01

# WORK HISTORY

Project background and how we got here.

# Work History

- Prior to the 2020/21 year, JEDI (Justice, Equity, Diversity and Inclusion) priorities were worked on an ad-basis, and was siloed in various portfolios depending on initiatives.
- Various attempts at integrating JEDI-focused structures in the organization, including Equity caucuses and liaising with existing on-campus groups (i.e Resource Groups, relevant clubs).
- In early 2020, the VP External portfolio began working on plans for a dedicated and strategic equity plan that could be implemented organization-wide.
- In March/April 2020 this project was transferred to the incoming President alongside campaign commitments for dedicated EDI focused student staff.



02

# DEVELOPMENT PROCESS

Project development timeline.

# DEVELOPMENT AREAS



## Executive Guidance

Executive direction in relevant areas.



## Council Involvement

Project Steering Committee and engagement opportunities.



## Focus Groups

Eight groups with diverse representation.



## Community Survey

Survey sent to entire membership.



## Environmental Scan

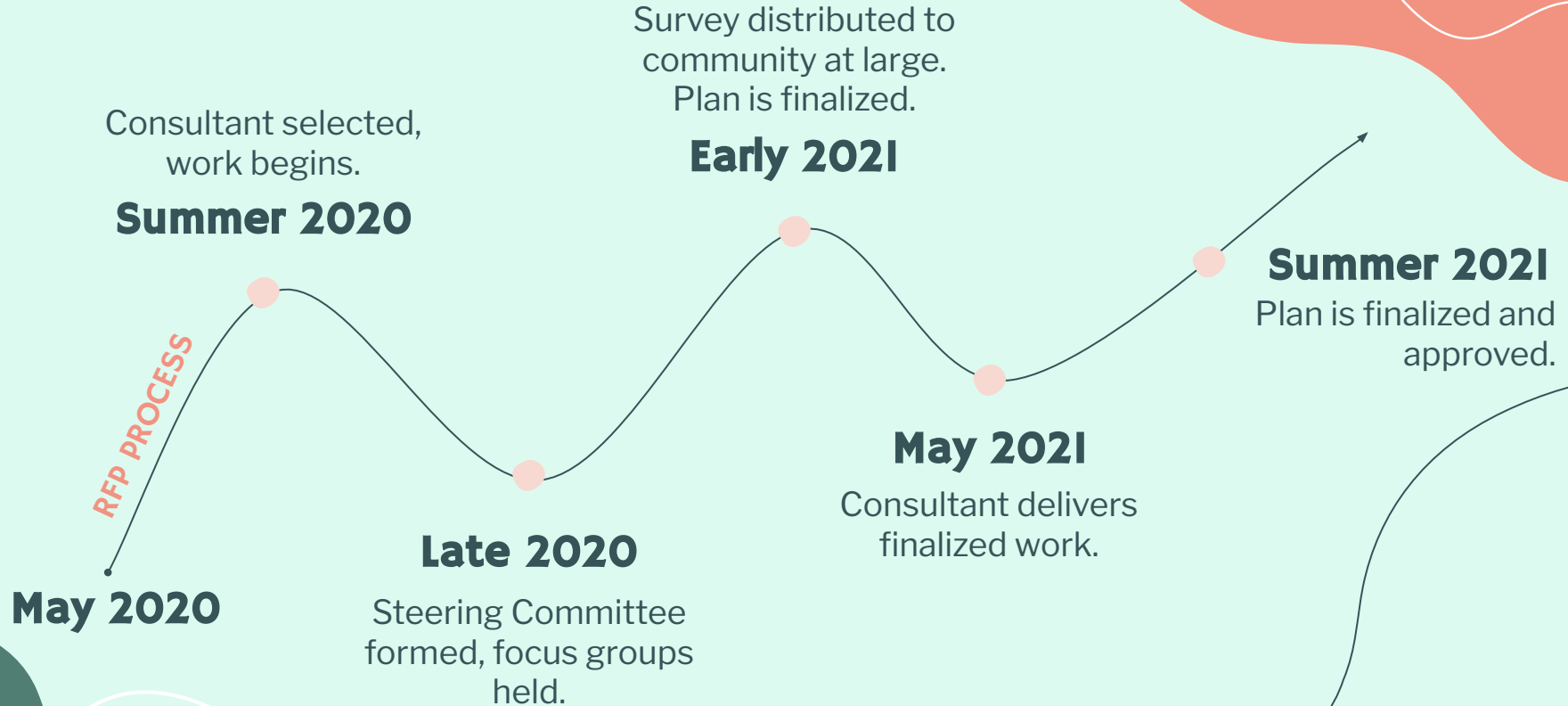
Analysis of AMS systems and processes.



## Education

Focus on educating and institutional knowledge.

# PROJECT MILESTONES



Consultant selected,  
work begins.

**Summer 2020**

*RFP PROCESS*

**May 2020**

**Late 2020**

Steering Committee  
formed, focus groups  
held.

Survey distributed to  
community at large.  
Plan is finalized.

**Early 2021**

**May 2021**  
Consultant delivers  
finalized work.

**Summer 2021**  
Plan is finalized and  
approved.





03

# PLAN HIGHLIGHTS

Selected components of the Equity Action Plan.

# EAP Breakdown

- The Plan is broken down into these main categories: Leadership, Structures, Policies + Accountability, Governance + Decision-making, People + Human Resources, Finances + Resources, Education and Capacity Building, Culture + Organizational Commitment and Outreach, Advocacy + Communication
- Areas of focus: Advocacy, Operations and Governance
- Main goals + KPIs
- Structure and Execution for Implementation



04

# NEXT STEPS

Planning for implementation and continuity.

# IMPLEMENTATION ROADMAP



## OCT/NOV 2021

Council will be presented with finalized Equity Goals and Objectives for the year.



## WINTER 2021

Develop and finalize annual cycle based on learned lessons.



## SPRING 2021

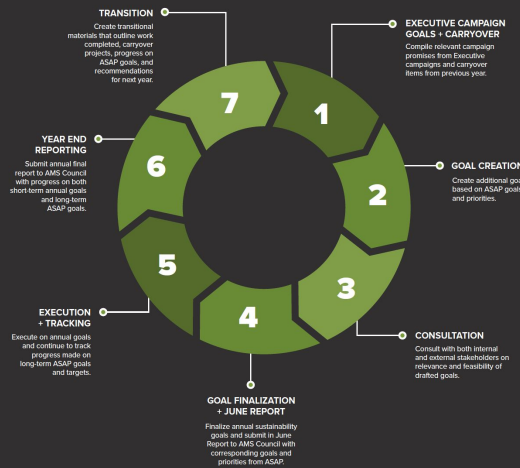
Revised Equity Action Plan will be brought for approval with additional changes after a year of operational use.



# AMS Sustainable Action Plan

These six categories represent key strategic priority areas for sustainable development and positive, student-benefiting outcomes at the AMS. These areas of focus were also selected because of their ability to allow this Action Plan to outline goals that are relevant to the entire scope of the Society's operations.

The strategic process that future sustainability teams should follow when interacting with this Action Plan and the goals within it is as follows:



## GOAL CREATION AND REPORTING TO AMS COUNCIL

The AMS Code of Procedure outlines specific timelines for the Vice-President Administration to report back to the Board regarding sustainability. Future teams should also adhere to the following timeline which represents a combination of organizational practice and timelines outlined in Code and other policies.





05

# EQUITY GOALS

A preview of what's been worked on  
and what our plans are.

# Current Projects

- **Primary:**

- Internal policy review;
- EAP coordination and planning;
- Consultation practices;
- Revision of the Plan to meet the context of the AMS, worked with the Executive to preliminarily integrate Equity Plan.

- **Secondary:**

- Pride Month Campaign;
- Indigenous Cultural Month;
- Future planning for BHM, AAPI, SAAM;
- Quarterly check-ins.



# QUESTIONS