EQUITY
ACTION PLAN
SEPTEMBER 2021

Cole Evans President
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 Ilnitchi
Will Shelling
Niki Oveisi
Lilly Callender
Adeline Huynh
Maia Wallace
WORK HISTORY

Project background and how we got here.
Prior to the 2020/21 year, JEDI (Justice, Equity, Diversity and Inclusion) priorities were worked on an ad-hoc 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.
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.
Consultant selected, work begins.  
**Summer 2020**

Steering Committee formed, focus groups held.  
**Late 2020**

Survey distributed to community at large. Plan is finalized.  
**Early 2021**

Consultant delivers finalized work.  
**May 2021**

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