

Equity, Diversity and Inclusion Advocacy Policy		
Parent Policy:	Union Bylaw	
Related Policies:	N/A	
Approving Body:	Students' Legislative Council	
Passed:	March 31, 2020 (77.34)	
Amended:	N/A	

History

The Students' Union collectively represents tens of thousands of undergraduate students at the University of Calgary who come from an innumerable amount of diverse identities and backgrounds. To ensure the Students' Union is appropriately equipped to include and advocate for all students it represents, this policy was created in the 77th SLC and reaffirms the SU's commitment to the values of equity, diversity, and inclusion.

Definitions

Equity means the ongoing process or approach taken by the Students' Union to acknowledge the barriers to diversity and inclusion and actively work to address and mitigate these barriers.

Diversity means the outcome of the presence of uniquely identifiable individuals or groups of individuals.

Inclusion means the outcomes of tangible actions taken to welcome and value the presence, ideas and identities of diverse individuals or groups of individuals.

Equity, Diversity and Inclusion ("EDI") means the combined total of the definitions of Equity, Diversity and Inclusivity as a single, cohesive element.

Authority

- 1 (1) The *Post-Secondary Learning Act* gives the Students' Union a mandate to promote and provide for the general welfare of the student body. The Constitution and the Union Bylaw establish the Students' Legislative Council as the body responsible for creating and approving Union Policy.

Purpose

- 2 (1) This policy serves to identify, clarify, and expand the Students' Union's commitment to equity, diversity, and inclusion (EDI) and provide a vision for the governance, advocacy, and operations of the Students' Union to ensure that it may effectively serve and represent all undergraduate students at the University of Calgary.
- (2) This document outlines principles and identifies opportunities for advocacy on issues related to EDI and allows for a broad and comprehensive understanding of what these values mean to the organization.

Policy Statements/Content

- 3 (1) The Students' Union will strive to advocate for and contribute to a respectful learning environment at the University of Calgary campus. The SU proudly commits to undertaking advocacy within its own organization, on campus, and to government, as appropriate, to better support undergraduate students in their experiences on our campus. The intended advocacy work may include but is not limited to:

Internal Advocacy:

- (a) Advocate for the inclusion and equitable treatment of under-represented and marginalized groups in our campus community;
- (b) Review all current and future policies and procedures through a lens of equity, diversity, and inclusion to ensure these values are embodied in governing documents;
- (c) To improve the awareness and visibility of EDI as core values of the SU, an annual EDI report will be provided to SLC by the Executive and EDI will be included as a standard section in the Executive Trimester Report template;
- (d) Have an annual consultation at SLC with the Writing Symbols Lodge for the purpose of building a strong relationship and sharing knowledge;
- (e) Promote and continue to build strong relationships with student-led initiatives that promote EDI values and enhance our campus community, such as the Q Centre (the SU Centre for Sexual and Gender Diversity) and relevant student organizations;
- (f) Ensure student representatives and SU staff are provided with education and training on a variety of EDI topics (ex: unconscious bias training) to better equip them to support students;
- (g) Identify key areas of advocacy where current programming could be expanded to better support student needs (such as hiring staff members to expand programming currently offered on a volunteer basis);
- (h) Reaffirm our organizational commitment to supporting students and staff through the SU's Workplace Harassment, Sexual Harassment, and Sexual Violence Prevention Policy;
- (i) Create an EDI task force to identify the specific EDI needs of undergraduate students and potential courses of action by the SU to improve services and programs;
- (j) The Vice-President Operations & Finance will meet twice annually with the Executive Chef of the Den and Black Lounge to review menus for diverse dietary requirements and restrictions, and work with SU Communications to better promote current offerings that meet diverse dietary needs.

External Advocacy:

- (k) Strive to create and maintain productive relationships with organizations on campus that benefit diverse people (such as the Office of Diversity, Equity and Protected Disclosure, the Faith and Spirituality Centre, the Writing Symbols Lodge, the Women's Resource Centre, and similar organizations);
- (l) Advocate that University of Calgary staff who work with students receive cultural sensitivity training, particularly those in counselling and/or crisis management roles;
- (m) Advocate for additional support services for international students, including services such as immigration counseling and increased allowable work hours on an international student visa;
- (n) Advocate for improvements to the resident student meal plan to ensure students can access food that meet their religious and cultural needs;

- (o) Advocate to the University of Calgary for trauma-informed sexual violence policies, programming, and student supports;
- (p) Advocate for continued improvements to the accessibility of on-campus infrastructure;
- (q) Build a strong relationship with the Vice-Provost (Equity, Diversity and Inclusion) and the Vice-Provost (Indigenous Engagement) and represent student concerns to these portfolios.

Accountability

- 4 (1) SLC is responsible for the implementation and administration of this Advocacy Policy.
- (2) SLC, its Committees, Elected Officials, SU staff members, and Chief Returning Officers are responsible for complying with this Advocacy Policy.

Review

- 5 (1) PDRC is responsible for reviewing this Advocacy Policy on an annual basis.
- (2) This Advocacy Policy will expire after three years of being passed at SLC, unless it is renewed by SLC prior to the date of expiry.

Amendment History: *N/A.*