



Memorandum

Secretariat
845 Sherbrooke Street West
James Administration Building

TO: Equity, Diversity, and Inclusion Committee (EDIC)

FROM: Alex D. Ketchum, Chair of the Subcommittee of Queer People (SQP)

SUBJECT: SQP Annual Report 2024

DATE: November 21, 2024

DOCUMENT #: EDIC24-07

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE	A report on SQP’s activities for 2024 is presented for the Committee’s information.
BACKGROUND & RATIONALE	This report is intended to give EDIC members an overview of the activities and initiatives of the SQP during the 2023/2024 academic year, as part of the EDIC mandate and as stated in EDIC’s Terms of Reference.
QUESTIONS FOR THE COMMITTEE	Not applicable.
PRIOR CONSULTATION	SQP’s activities were led by former Chair, Ignacio Cofone, during Winter 2024. In Summer 2024, Alex Ketchum became interim chair and began their term as Chair in September 2024.
SUSTAINABILITY CONSIDERATIONS	SQP’s activities help to support the development of sustainable goals in line with McGill’s mission and principles.
IMPACT OF DECISION AND NEXT STEPS	Not applicable.
MOTION OR RESOLUTION FOR APPROVAL	Not applicable.
APPENDICES	Appendix A: Subcommittee of Queer People Annual Report 2024

Appendix A – EDIC24-07

November 2024

SQP Annual Report 2024

To the members of the EDIC,

Each Chair of the Subcommittees was asked to prepare a document speaking about our ongoing work during 2024. Below is our annual report.

Change in Leadership:

After fulfilling his term as Chair, Igancio Cofone stepped down and Alex Ketchum (IGSF) became the new chair and Madeleine Elise Nadler became the Vice Chair. Ketchum and Nadler were interim chairs from July-September and are now the official chairs.

Ongoing Campaigns:

The 2024/2025 new campaigns respond to community requests:

1. IVF and fertility supports
2. Support for trans care at the student health centre

We continue to maintain our work on ongoing projects:

1. Pronoun and Names within McGill's IT systems (3 separate systems): working group on this (part of a longer 5 year project)
 - a. New issue raised that new hires have been deadnamed and IT failed to resolve the problem
 - b. HR forms for workday which ask gender and education for guests
2. Gender neutral washrooms: accepted by EDIC but implementation has been uneven

Collaborative Work

The chairs of the different subcommittees now meet at least one time before each EDIC meeting to collaborate on intersectional issues on campus. We are looking to support the work of all of the committees.

We have undertaken 3 shared projects with the other subcommittees regarding:

1. ID and private security practices on campus
2. IVF and fertility supports
3. Advocating for 6 subcommittee chair spots on the EDIC

Use of Funds for the 2024-2025 Year: 2,500

500 Lavender Grad

500 Return of the Rainbow

150 Printing Posters/ Outreach

1350- spread over 3 research assistants:

RA #1: Organizing our archives, making our history and documents more accessible, and working with McGill archives to have the history documented (Katherine Ward)

RA #2: Working on the IVF campaign (Andrea Oraka)

RA # 3: Working on the Student Health Wellness Hub campaign (Adrian Neulander)

Current Voting Members

Our mandate requires a distribution of student, faculty, and staff voting members. These members vote on our ongoing activities at the end of open community meetings. We hold 4 community meetings a year, one week before the EDIC meetings. By having meetings on zoom, we have had record participation.

Voting Members 2024-2025:

1. Chair, IGSF Faculty Member
2. Vice Chair, Staff
3. Faculty, Music
4. GSC SSMU, student
5. Faculty, English
6. Queer ERG, staff
7. Queer McGill rep, student
8. Outlaw rep, student
9. UGE rep, student
10. PGSS rep

Number of Meetings:

Winter 2024: when Ignacio Cofone was still Chair there was an open community meeting and a meeting for voting members (2)

Fall 2024: when Alex Ketchum became chair:

- 2 SQP Meetings (Open Community Meeting, followed by Voting Members (scheduled 1 week before EDIC meeting)

9 of 10 voting members present at each meeting

- 23 community members in attendance for September meeting
- 15 community members in attendance for November meeting
- 1 meeting with Ignacio Cofone for transfer of chair
- 1 meeting with community members related to transfer of chair
- 2 meetings for all of the subcommittee chairs to confer
- 2 meetings with each of the research assistants to give update reports = 6 meetings

Challenges:

In addition to the ongoing campaigns, the SQP listserv and many of our records were deleted over the summer. IT said the materials were unrecoverable. The current lack of staff at McGill archives has posed additional challenges for archiving our records.

Documented prepared by Ketchum and shared with the SQP in advance of the open community meeting. Shared as part of the agenda as part of the November 13, 2024 SQP meeting.

