



McGill

Question

TO: Senate
FROM: Emil Briones, Senator (SSMU, Music)
SUBJECT: Question Regarding McGill's Equity Policy
MEETING DATE: April 18th, 2012

PREAMBLE: Whereas the concept of Equity delves into issues on oppression, marginalization, racism, gender identity etc., and also addresses systemic and social barriers,

Whereas Equity is addressed in the following University documents: the *Charter of Student's Rights and Responsibilities* (article 2.1, 3 and 4.1), *Employment Equity Policy*, and the *Policy on Harrassment, Sexual Harrassment and Discrimination Prohibited by Law*, but does not elaborate on, to a satisfactory extent, the concepts named above,

Whereas the *Policy on Harrassment, Sexual Harrassment and Discrimination Prohibited by Law* refers to specific issues of Equity and does not address particular aspects such as the systemic barriers to access that affect identified groups, and the *Employment Equity Policy*'s scope is that of human resources at McGill and applies only to those employed at the university,

QUESTION: How does the University integrate concepts of equity and anti-oppression into policy?
