

Appendix 1
Sustainability Projects Fund Application
Residences Anti-Oppression Programming Project

Budget Requested: \$64,750

Date Submitted: November 25th, 2013

Applicant/Project Leader:

Ria Rombough
Senior Advisor, Residence Life Programs
ria.rombough@mcgill.ca
Student Housing and Hospitality Services

Project theme(s):

Community & Social Justice

Project Group:

Emily Yee Clare
Alumnus
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514.867.7377

Sarah Malik
Equity Educational Advisor (Race and Cultural Diversity)
Social Equity & Diversity Education Office
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Ria Rombough
Senior Advisor, Residence Life Programs
Student Housing and Hospitality Services
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Justin Koh & Shaina Agbayani
Equity Commissioners
Students' Society of McGill University
equity.com@ssmu.mcgill.ca

Project Overview

Project summary:

For the last couple of years, there has been a tremendous amount of work done on campus to better support equity initiatives. Examples include the revision of the Sexual Harassment, Harassment, & Discrimination Policy, the introduction of an Equity Fund at SSMU, the development of an Indigenous Studies Minor and the creation of the McGill Equity & Community Engagement Award. This increased traction has solidified many important links between community groups on campus.

McGill Residences have also made many strides in this area. However, due to the unique needs of the community, there is significant room for sustained anti-oppression support. Residences are the first introduction for thousands of McGill students to independent living. The transition to university can be difficult and students are not always equipped to deal with issues of discrimination and harassment. In the 2011 Diversity Survey, 20% of students stated that they had experienced 'somewhat to very much' discrimination on any basis, whether due to language, race, ability, gender, etc. Students of colour noticeably experienced more discrimination than their white peers (Mendelson 2011). Further, the McGill Diversity & Equity Research Lab is investigating experiences of racism within Residences. It is thus important to ensure that resident students, live-in student staff (Floor Fellows and Dons) and professional staff (Hall Directors, operations staff) have the tools and knowledge to effectively and proactively address these issues as they arise.

Currently, the annual September roll-out of Rez Project, a mandatory session for all resident students, serves as the primary source of anti-oppression training for students. It is a single 3-hour workshop focusing predominantly on gender, sexual identity, and sexual assault. This programme has evolved significantly from its creation 10 years ago with the changing needs of students, and includes an introduction to the concept of intersectionality. However, it is limited in scope, and in that it is currently the only time where resident students are consistently formally introduced to these concepts within Residences. Specific equity training and a consistent presence throughout the academic year will facilitate an integrated learning process.

To quote the 2010 Residences and Student Housing Strategic Plan, "We must develop a welcoming and supportive place for all wanting to be successful students and positive community members. To do this, we must suspend the assumption that we are already successful in this effort and utilize assessment and continuous self-evaluation to gain a true picture" (Residence Life 2010). Below is an overview of a project proposal to sustainably address these issues:

Project Overview:

- Build-on existing anti-oppression training for all residence students through collaboration with SEDE, Student Services, SSMU Equity, and other anti-oppression units at McGill. This could take the form of workshops, discussion groups & movie screenings, as well as themed editions of existing programming in Residence Life such as Faculty-In-Residence and Community Engagement

- Move forward with the development of new modules of Rez Project (addressing Race, Religion & Culture and Mental Health & Coping); support material for subsequent years
- Ensure that student and professional Rez Life staff attend mandatory anti-oppression training prior to Residences move-in
- Provide ‘refresher’ training for staff at the beginning of the Winter semester
- Facilitate the provision of a ‘Mental Health First Aid’ training and the development of an additional ‘Multiculturalism Competency’ module in collaboration with McGill Counselling Services
- Compile and improve upon anti-oppression resources for all resident students & staff which will be continuously available within Residences. Additional resources will be stored in the Residence Life office.
 - Liaise with community groups such as OSD, SSMU, & QPIRG
 - Liaise with the student sustainability coordinators within Student Housing & Hospitality Services
 - Review and synthesise racism-related campus resources to present a summary report on the ‘State of Campus Diversity & Inclusion’
- Create a residence Equity Policy:
 - Pro-active equity guidelines for events in residences (e.g. Halloween & racist costumes)
 - Training provided for the Inter-Residence Council
- Development of an ‘Equity & Residence Life at McGill’ report template.
- Create a 3-year timeline for the implementation and review of the project.
 - Creation of a longitudinal study that will track the impact of anti-oppression training within Residences.
- Support the Office of Sustainability in the development of mechanisms to better support social sustainability initiatives.

As planned, this position will become obsolete after the year-long mandate. By consulting and collaborating with multiple campus groups such as SEDE, SSMU, Queer McGill, Student Services the responsibility of the sustainability of the project will be anchored in multiple units. Although much of the structure is in place to ensure the long-term sustainability of anti-oppression within Residences, it is crucial that the work capacity is created to ensure that a baseline of expertise is available. Finally, through the careful institutionalisation of resources and information into positions within the Residence Life structure (e.g. existing live-in and professional staff) and SEDE, equity will be embedded into the very structure of Residences and normalised through practice.

Project eligibility:

In addition to contributing to the sustainability of anti-oppression education at McGill University, and in keeping with the values expressed in the Report on the Principal’s Taskforce on Excellence, Diversity, and Community Engagement, this project is consistent with the needs of the University, and contributes to a robust commitment to sustainability within the University with a focus on:

- 1) **Human Sustainability:** “Human sustainability means maintaining human capital. Human capital is a private good of individuals, rather than between individuals or societies. The health, education, skills, knowledge, leadership and access to services constitute human capital.”(Goodland 2002)
 - a. Equip students and staff to address issues of equity & social sustainability throughout their time at McGill through resource development and dissemination
- 2) **Social Inclusion Sustainability:** The “participation of the disadvantaged into mainstream benefits and opportunities...” (Bhatti 2005)
 - a. Provide support resources for first-year students from marginalised backgrounds
 - b. Connect first-year students with community groups and networks who work towards creating a more equitable culture at McGill
- 3) **Institutional Sustainability:** Develop mechanisms for review & accountability to ensure integration into McGill units for long-term viability.

Stakeholders:

Please see the attached letters of support & commitment from the following individuals, associations and groups:

Inter-Residence Council, QPIRG McGill, Queer McGill, SACOMSS, SSMU Council, Union for Gender Empowerment, Veronica Amberg (Manager of the Social Equity and Diversity Education Office), Sara Houshmand (PhD Candidate, Department of Educational & Counselling Psychology), Paige Isaac (Coordinator of McGill’s First Peoples’), Mathieu Laperle (Senior Director, Student Housing & Hospitality Services), Jana Luker (Executive Director of Services for Students), Vera Romano (Clinical Director of Counselling Services), Lydia White (Associate Provost, Policy, Procedure & Equity)

Project Implementation

Timeframe/Milestones:

This project will be implemented over a year period starting around January 1st, 2014 and ending December 31st 2014.

- December 2013 will be used to liaise with different campus groups.
- Winter 2014 – Summer 2014 will serve for program development and presentation
- Fall 2014 will be the initial roll-out of programming. Integration into McGill units will commence.

| Type of Activity – Task | Estimated Time Required | Timeline | Group Member |
|---|------------------------------------|--|--|
| Development & provision of additional Rez Project modules, including Race & Religion, and Mental Health & Coping. **Note: This work will also involve coordinating and organising work that has been done around the university related to Rez Project | 200 hours (5 hrs/wk for 40 weeks) | Winter 2014 (development) Summer 2014 (provision) | Emily, Sarah, Justin, Shaina, Tynan, Ria |
| Workshop, discussion group & movie screening development | 416 hrs (8 hrs/wk) | Winter 2014-Fall 2014 | Emily, Ria |
| Workshop, discussion group & movie screening provision | 156 hrs (3 hrs/wk) | Winter 2014-Fall 2014 | Emily, Sarah, Justin, Shaina |
| Development of anti-oppression resources | 260 hrs (5 hrs/wk) | Winter 2014 | Emily, Ria |
| Liaise with equity related community groups at McGill | 364 hrs (7 hrs/wk) | Winter 2014 | Emily |
| Liaise with inter-residence council & the URC sub-Committee on Residence Life. **Note: Training will be provided if required. | 104 hrs (2 hrs/wk) | Winter 2014-Fall 2014 | Emily, Ria |
| Floor fellow, staff, & support staff anti-oppression training development and provision | 200 hrs (8 hrs/wk for 40 weeks) | Winter 2014 (development) Summer 2014 (provision) | Emily, Sarah, Ria, Dr. Vera Romano |
| Development of a residence equity policy & committee | 40 hours (5 hrs/wk for 8 weeks) | Winter 2014-Summer 2014 | Emily, Justin, Shaina |
| Integration of project into McGill units (liaising & training) | 240 hours (20 hrs/wk for 12 weeks) | Summer 2014-Fall 2014 | Emily, Ria, Sarah, Justin, Shaina, Tynan |
| Longitudinal survey development assessing the impact of anti-oppression programming on students | 24 hrs (2 hrs/wk for 12 weeks) | Fall 2014 | Emily, Sara Houshmand |
| Equity & Residence Life at McGill Report | 48 hrs (1 hr/wk for 48 weeks) | Winter 2014-Fall 2014 | Emily, Ria |
| Review and synthesise racism-related campus resources to present a 'State of Campus Diversity & Inclusion' report | 96 hrs (12 hrs/wk for 8 weeks) | Winter 2014 | Emily, Sarah |
| Co-production of anti-oppression multimedia project | 50 hrs | December 2013-Fall 2014 | Sarah, Emily, Tynan |
| Work with the Office of Sustainability to develop mechanisms to support social sustainability initiatives at McGill. | 52 hrs | Winter 2014-Fall 2014 | Lilith, Emily |
| Hiring of a student work position: Rez Project Development Coordinator | 20 hours | November 2013-January 2014 | Justin, Shaina |

Financials

Detailed expenses:

| Expense Description | Estimated Cost | Comments |
|--|-----------------|--|
| Coordinator Salary | \$49,250 | Residence Life Financial Manager recommended the following: <i>M1, Grade 2 position, equivalent to other 'entry-level' positions in Rez Life. Includes benefits.</i> \$39,400 + 25% (Benefits) = \$49,250 |
| Workshops presenter/facilitator fees | \$1,500 | Any individual can be extensively versed in matters of equity. However, it is important to recognise how a plurality of voices ensures a holistic and comprehensive approach to anti-oppression. |
| Communication material development, design and publication | \$10,000 | Poster design, pamphlets, multi-media promotion etc. |
| Materials | \$5,000 | Markers, poster paper, etc. |
| *Mental Health First Aid training manuals | \$500 | The provision of these manuals is contingent upon approval of application to the Innovation Fund listed below. If not approved, alternative funding sources other than the SPF will be found. |
| Total: | \$66,250 | |

Detailed revenues:

| Revenue Source | Amount Requested | Confirmed? |
|---|------------------|------------|
| Sustainability Projects Fund | \$64,750 | No |
| Lydia White - Associate Provost (Policy, Procedure & Equity) | \$1,000 | Yes |
| Queer McGill | \$500 | No |
| *Executive Director of Services for Students' Innovation Fund | \$500 | No |

In-Kind Donations:

| Collaborator | Donation | Comments |
|--|----------|--|
| Student Housing and Hospitality Services | \$2,500 | Food for workshop and meetings. This increases the accessibility of meetings. |
| Student Housing and Hospitality Services | -- | Office space and supervision (75 hours) for the Residences Anti-Oppression Programming Project Coordinator; 200+ work hours for programming and training development in the project's first year, as well as ongoing implementation support after the departure of the Project Coordinator |
| Students's Society of McGill University | ~\$2,000 | SSMU is creating a student position that will work with this project. This guarantees a strong student voice and will facilitate the integration of the project into multiple units around the University to ensure long-term sustainability. |
| Social Equity and Diversity Education Office | -- | 150+ work hours for materials and workshop development, workshop delivery, and consultations in the project's first year, as well as ongoing implementation support after the departure of the Project Coordinator. |

Additional information

Emily Yee Clare has extensive experience with developing and working with anti-oppression programming within the McGill context. Please see the attached CV for the position of *Residences Anti-Oppression Programming Project Coordinator* for more information.

Bibliography

Bhatti, A. H. (2005). Social Inclusion and Sustainable Human Development. Pakistan, Sight Savers International.

Goodland, R. (2002). "Sustainability: Human, Social, Economic and Environmental." Encyclopedia of Global Environmental Change.

Mendelson, M. J. (2011). McGill University Student Diversity Survey. Montreal, McGill University.

Residence Life (2010). Strategic Plan for Residences and Student Housing. Montreal, McGill University Student Housing & Hospitality Services

November 17, 2013

Ms. Emily Clare
Residence Life Programs
3473 Rue University
Montreal, QC H3A 2A8

Dear Ms. Clare

The 2013-2014 McGill Inter-Residence Council is pleased to support the Anti-Oppression Programming initiative. We look forward to working together to support a safer and healthier living situation for all McGill Residents.

We would like to extend our support of this necessary and pressing project through encouraging student leadership and participation in anti-oppression programming (including members of Residence Council), as well as collaborating on and promoting residence-wide events. We have confidence in the major positive effect that this proposal will have on not only McGill residence life, but on the student body as a whole, and therefore hope for its timely and effective execution, given the success of similar programming, such as Rez Project.

We eagerly anticipate collaborating on this project, thereby fostering a better social experience for all McGill students.

Sincerely,

McGill Inter-Residence Council, 2013-2014



Le Groupe québécois de recherche d'intérêt public. McGill Inc. (GRIP-McGill)
Quebec Public Interest Research Group - McGill Inc. (QPIRG-McGill)
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qpirg@ssmu.mcgill.ca
www.qpirgmcgill.org

Re. Sustainability Projects Fund Application for the Residences Anti-Oppression
Programming Project

To whom it may concern:

Madam, Sir,

We, the Board of Directors of QPIRG-McGill, endorse the Residences Anti-Oppression Project. We believe that the mission of this project is important and necessary.

Since 2001, QPIRG-McGill has adopted an anti-oppression framework seeking to oppose all forms of oppression as they play out within society at large as well as within our organizing work. It is our belief and experience that a commitment to anti-oppression needs to be continually renewed, rethought and redeveloped. This is one of the reasons why we support the Residences Anti-Oppression Programming Project: we endorse an ongoing anti-oppression programming on residences through ongoing workshops, discussions, film screenings etc.

To this effect, QPIRG-McGill commits to collaborate with the Residences Anti-Oppression Programming Project in running regular workshops and group discussions, in providing material (zines, pamphlets, flyers etc.) to make anti-oppression resources accessible to students in residences, and in supporting the project through our own knowledge and through skill-sharing to ensure the success of the project.

Should you require any further information, do not hesitate to get back in touch with us.

Sincerely,

Anne Preston
President of QPIRG-McGill Board



**Letter of Endorsement Regarding the Residences Anti-Oppression
Programming Project**

Queer McGill

October 25, 2013

To Whom It May Concern,

Queer McGill has read over the Residences Anti-Oppression Programming Project Proposal put forth by the McGill Social Equity and Diversity Education Office and endorses the project and all of its proposals. We agree that residences are many students' first exposure to McGill's social culture and should incorporate more anti-oppressive and empowering workshops and environments. We strongly urge that special focus should be put on the training of all floor fellows, dons, and staff of McGill Residences prior to move-in as to ensure that residences are maintained in an anti-oppressive manner.

We have met with project coordinator, Emily Clare, and discussed how Queer McGill can further support the extension and implementation of more anti-oppressive workshops, materials, and guidelines to help create safer spaces in McGill residences. We agree to help develop, implement, and review new anti-oppressive workshops in coordination with other clubs. An example of such a workshop could be a Queer 101 workshop which would focus on the labels and politics involving queer identities. Furthermore, we pledge to have a stronger presence in residences through advertising anti-oppressive events and spaces.

It is Queer McGill's stance that Rez Project should be expanded on and implemented throughout the academic year as to implement and maintain the concept safer spaces. We believe that those that contribute to the organisation and running of such proceedings should receive monetary compensation for their time. This includes those that help expand on the existing foundations and those that help facilitate and run workshops and discussions.

Queer McGill strongly supports the formation and implementation of the Residences Anti-Oppression Programming Project including all of its main points, timeline, and financial requirements. If there are any questions as to Queer McGill's participation within the project please contact us at resource.qm@gmail.com.

Regards,

Queer McGill 2013-2014
3480 Rue McTavish Suite 432
514-398-2106

Written by Sabine Grutter, Resource Coordinator, resource.qm@gmail.com
Approved by the 2013-2014 Queer McGill Coordinators



Letter of Endorsement Regarding the Residence Anti-Oppressive Programming Project

Sexual Assault Centre of McGill Students' Society (SACOMSS)

November 15, 2013

To whom it may concern,

The Sexual Assault Centre of McGill Students' Society (SACOMSS) has read and considered the proposal concerning the Residences Anti-Oppression Programming put forth by the McGill Social Equity and Diversity Education Office. We have decided, as a collective, that we endorse this project and all of its proposals. We understand that currently, Rez Project is the only anti-oppressive programming in place for students in residence, and that this is often not sufficient. We feel that there is space for residences to grow in terms of creating anti-oppressive spaces, and we consider this program to be an excellent first step.

SACOMSS feels that we can commit to supporting this project, as well as take on an additional role. We have agreed, after meeting with the project coordinator, to offer one workshop per semester to students in residence. These workshops will be run by SACOMSS volunteers in support of the Residence Programming project. For example, we would run a workshop on rape culture and what that means, or on the nature of consent and its many nuances. Additionally, we propose to be more present in the residences through frequent tabling and advertising events.

We at SACOMSS feel that there is space to create additional anti-oppression programming in residences, and that this Residences Anti-Oppression Programming Project is a well thought-out and well planned way of beginning this process. We are enthusiastic about this project and eager to see its implementation through McGill residences. Furthermore, we are excited about our further participation through workshops and advertising. If you have any further questions, please email main@sacomss.org.

Thank you,

Sexual Assault Centre of McGill Students' Society 2013-2014



Motion Regarding the Endorsement of Anti-Oppression Training in Residences

Whereas, Residences are often the first introduction for thousands of McGill students to independent living and living with peers from a diversity of backgrounds,

Whereas, the 2011 McGill Diversity Survey found that 20% of students stated that they had experienced 'somewhat to very much' discrimination on any basis, whether due to language, race, ability, gender, etc,

Whereas, Rez Project serves as the primary source of anti-oppression training for students,

Whereas, Rez Project is only a single session focusing predominately on consent and sexuality,

Whereas, the Section VII of the Preamble of the SSMU Constitution states that "The Students' Society commits to demonstrating leadership in matters of human rights, social justice and environmental protection,"

Whereas, Section VIII of the Preamble of the SSMU Constitution states that "The Students' Society commits itself to groups, programs and activities that are devoted to the well-being of a group disadvantaged because of irrelevant personal characteristics that include but are not limited to race, national or ethnic origin, colour, religion, sex, gender identification, age, mental or physical disability, sexual orientation or social class,"

Whereas, there is currently a Sustainability Projects Fund application for a Residences Anti-Oppression Programming Project,

Whereas, the proposed project would expand the scope of Rez Project to include training on issues of race, religion, and privilege, thus more fully implementing the above cited Section.

Resolved, that the SSMU endorse the Sustainability Projects Fund application for a Residences Anti-Oppression Programming Project which aims to give students, floor fellows, and staff the tools and knowledge necessary to effectively and proactively address issues of discrimination, oppression, and harassment,

Resolved, that the SSMU endorse the development of further Equity training initiatives to be incorporated throughout the academic year in residences

Moved by;

Joey Shea, VP University Affairs

Claire Stewart-Kanigan, Arts Senator



Students' Society of McGill University
Association étudiante de l'Université McGill

Office of the Speaker
Bureau de Président du Conseil

Courtney Ayukawa, Arts and Science Councilor

Sarah Southey, Science Councilor

Samuel Harris, VP External

We, the Union for Gender Empowerment, endorse this project to include anti-oppression programming both within residences and in the wider McGill community. We are committed to this project and will collaborate with the coordinator by developing workshops, providing educational information, meeting with both the project coordinator and the SSMU project coordinator, and providing any assistance we can to the development and implementation of the programming. As an organization that operates under anti-oppressive principles, we believe this is an important project in furthering anti-oppressive education and practices.



November 11, 2013

Sustainability Projects Fund
1010 Sherbrooke St. West, Suite 1200
Montreal, Quebec H3A 2R7

To the members of the Selection Committee of the Sustainability Fund:

The Social Equity and Diversity Education (SEDE) Office wishes to express its strong support for the Residences Anti-Oppression Programming Proposal submitted by Ria Rombough of Student Housing and Hospitality Services, in partnership with McGill alumnus Emily Yee Clare, Sarah Malik, Equity Educational Advisor specialized in Race and Cultural Diversity at the SEDE office, and Justin Koh and Shaina Agbayani, co-commissioners of the Student Society of McGill University Equity Committee.

SEDE has an ongoing, collaborative relationship with Student Housing. Given the high number of McGill students who go through a residence experience, and the potential for transformative learning within this space, residence is an excellent place for us to be working and collaborating.

This project will build on a close collaboration with our office. We will be pleased to contribute to the following:

- Ongoing support for staff training in Residences (anti-oppression trainings for student-staff and Residence Life staff)
- Editing for training materials and reports
- Advising and strategic support for various projects, including

We strongly believe this project will help to foster a more welcoming and supportive place for student and community members and has the potential to be a sustainable model to share with other units at McGill.

Kind regards,

A handwritten signature in black ink that reads "Veronica Amberg".

Veronica Amberg

Manager
Social Equity and Diversity Education Office
McGill University
E-mail: veronica.amberg@mcgill.ca
Phone Number: +1 (514) 398-5859

November 15th, 2013

RE: The Residences Anti-Oppression Programming Project Proposal

To Whom It May Concern:

A host of scholarship in the US and Canada has documented the ways in which subtle forms of oppression can create inhospitable and unwelcoming environments for students from diverse backgrounds at institutions of higher education. Spearheaded by Dr. Lisa Spanierman, my colleagues and I at the McGill Diversity and Equity Research Lab are examining experiences of subtle forms of oppression based on race, sexual orientation, religion and gender amongst students at McGill University (including Residence).

One way to mitigate the effects of oppression and to create supportive and diversity-affirming campus environments is through ongoing multicultural training for members of the community. Thus, I support anti-oppression training for all members of the McGill Residence community and the construction of longitudinal surveys to evaluate such training programs once implemented. If successful, an anti-oppression training project will not only benefit students in their initial adjustment to Residence Life but will offer them a critical skillset for navigating today's multicultural and globalized world. A longitudinal survey can provide information on the impact of the program and the ways in which the program can be refined and tailored to best fit the unique needs and climate of McGill University Residence Life. I will commit to collaborating with others with expertise in multicultural education or program evaluation to develop such a survey.

If you have any questions regarding my involvement, please feel free to email me at sara.houshmand@mail.mcgill.ca

Sincerely,

Sara Houshmand, MA
Doctoral Student, Counselling Psychology
Former PGSS Equity Commissioner



FIRST PEOPLES' HOUSE
LA MAISON DES PEUPLES AUTOCHTONES

November 22, 2013

To Whom It May Concern:

As the Coordinator of McGill's First Peoples' House, it is with great pleasure to support Emily Yee Clare's proposal for a Residences Anti-Oppression Programming Project.

The First Peoples' House is dedicated to provide First Nations, Inuit and Métis students attending McGill with a sense of community, where they can find support and encouragement to succeed in their studies and remain connected to their culture. We also collaborate with various partners to bring awareness and increase visibility of Indigenous issues and culture on campus.

Through discussions with students and assisting with a qualitative study on student experiences with microaggressions at McGill it is clear to me that there exists a huge lack of awareness and understanding of who Indigenous people are. Stereotypes still run rampant, discrimination still occurs, and this can be very harmful and distracting for Indigenous students as well as other students of minority. We need to implement more proactive ways in which students can learn about anti-oppression and develop the tools necessary to effectively engage in a diverse society.

I am prepared to support this project, whether it's by consultation, assisting in workshop development, providing resources or promoting their efforts and campaigns. I fully support Emily's proposal to implement an Anti-Oppression Program in Residences and appreciate your consideration. Should you require any further information, please do not hesitate to contact me by phone, 514-398-3217 or email, paige.isaac@mcgill.ca.

In Peace & Friendship,

Paige Isaac, B.Sc

Coordinator



November 21, 2013

To the Committee:

This letter is in support of the Residences Anti-Oppression Programming Project currently being considered by the Sustainability Projects Funding for 2014. Student Housing and Hospitality Services (SHHS) is proud to grant students with opportunities to learn and grow as members of the McGill, Montreal and global communities as the project is intended to enhance our efforts of contributing meaningful out-of-the-classroom learning experiences.

The Project will strengthen existing connections with SEDE, SSMU and the Office of Sustainability; it will open doors to new collaborations and partnerships with other campus groups. The Residence Life team will be able to guarantee the successful continuation of the programming and initiatives developed during the foundational year with additional training and financial support.

SHHS is committed to providing working and workshop space, materials and supplies, and supervision for the Project Coordinator during the one-year term of the Project.

In conclusion, I reiterate my enthusiastic support for this initiative. The Residences Anti-Oppression Programming Project will provide tools that our students can carry with them throughout their time on McGill's campus and beyond.

Sincerely,

Mathieu Laperle
Senior Director, Student Housing and Hospitality Services



22 November 2013

To whom it may concern:

I am writing as a representative of Student Services to offer my full support to the Residences Anti-Oppression Programming Project and its important vision.

This project's goals represent values that Student Services upholds in its mission to support and promote student success and well-being. The realization of the Anti-Oppression Programming Project is invaluable to our objective to foster a campus environment committed to diversity, equity, and sustainability.

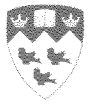
The proposed development of a dynamic and inclusive Residence community fostered through workshops, screenings, and training exemplifies some of Student Services' key initiatives like experiential learning and leadership development. This enriching opportunity for collaborations between Residences and Student Services (specifically Mental Health Services) reflects the Student Services goal to increase our communication and interaction with other Student Life and Learning units.

The applicant's promotion of human, institutional, and social inclusion sustainability through anti-oppression awareness initiatives aligns with Student Services' values of sustainability and inclusivity.

The Residences Anti-Oppression Programming Project vision not only upholds but enhances the core values of Student Services, and aims to implement them in sustainable initiatives. Student Services is committed to this project and looks forward to a close collaboration in the future.

Sincerely,

Jana Luker
Executive Director of Services for Students



McGill

Counselling Service

William & Mary Brown
Student Services Building
3600 McTavish, Suite 4200
Montreal, QC, Canada H3A 1Y2

Service d'orientation

Pavillon William & Mary Brown
des services aux étudiants
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Tel.: (514) 398-3601
Fax: (514) 398-8149

November 15, 2013

RE: Residences Anti-Oppression Programming Project

To the Sustainability Project Fund Working Group:

It is my pleasure to write this letter of support and commitment endorsing the Residences Anti-Oppression Programming Project. As the Clinical Director of McGill Counselling Services, I have worked closely with mental health issues on campus for multiple years. In this capacity, I have witnessed the diversity of student mental health needs on campus. This proposal provides a concrete plan to expand resources in McGill Residences to address the particular needs of first-year students. One of the main strengths of this project is that it places anti-oppression and mental health support within a context of community outreach and collaboration.

In order to improve student access and use of the support services on campus such as Counselling Services, it is imperative that a nuanced understanding of intersectionality is applied. Students come from a myriad of perspectives and consequently, have just as a diverse range of needs. Ultimately, this project creates a necessary multi-dimensional approach to supporting students. In order to ensure the sustainability of this proposal, McGill Counselling Services commits to supporting this project in the following ways:

- The project coordinator will present each semester to the Mental Health Working Group on the particular needs of students in residence. Additionally, this individual will serve the committee as a resource person as required.
- Application to the Student Services Innovation Fund for \$500, which will be used towards purchasing 'Mental Health First Aid' training manuals for residence staff and students.
 - Collaborate on developing an additional Mental Health & Multiculturalism Competency training module.
- Development of residence-specific education material on Mental Health issues impacting students
 - Coordination with the Counsellor-in-Residence

I look forward to working with Residences and the project coordinator on this initiative. If there are any questions regarding specific commitments articulated in this letter, feel free to contact me at vera.romano@mcgill.ca

Sincerely Yours,

Dr. Vera Romano
Clinical Director & Director of Training Program
Psychologist
McGill Counselling Services



McGill

Lydia White, FRSC

Associate Provost
(Policies, Procedures and Equity)
James McGill Professor of Linguistics

James Administration Building
845 Sherbrooke Street West, Room 600
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Lydia White, MSRC

Vice-principale exécutive adjointe
(politiques, procédures et équité)
Titulaire de la chaire James McGill en linguistique

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12 November 2013

Sustainability Projects Fund
Office of Sustainability
McGill University
1010 Sherbrooke Street West
Suite 1200

Dear Colleagues,

I am writing in strong support of the application for funding for the Residences Anti-Oppression Programming Project at McGill University. As Associate Provost (Policies, Procedures and Equity), policies and initiatives relating to equity and diversity fall under my mandate. This is a project that clearly relates to sustainability, as understood in Vision 2020.

The current proposal is largely a student initiative, supported by the Residences and by the Social Equity and Diversity Education Office (SEDE). This is a significant undertaking which has the potential to address, in a concrete way, issues relating to sustainability in the McGill residences by providing education and awareness training on the values of equity and diversity, and the means of preventing harassment and discrimination, something which is lacking on an ongoing basis at present.

The project is well thought out with a realistic timeline. Crucially, once the groundwork has been laid by this project, the initiatives that it will introduce are expected to continue in the longer term, thus contributing to true sustainability.

In recognition of the fact that this project will contribute to the University's commitment to foster an environment free from harassment and discrimination, as provided for in our Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law, I am willing to commit support of \$1000 (admittedly a token amount) towards this project. In conclusion, this proposal has my strongest support.

Yours sincerely,

Lydia White
James McGill Professor
Associate Provost (Policies, Procedures & Equity)