

Equity
Matters
at
Queen's
University


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SSAGE FROM THE EDITOR

EMPLOYMENT EQUITY FRAMEWORK CONTINUED

The new Employment Equity Framework being developed will include three working groups to be chaired by senior administrators at the University. The framework also calls for consultation throughout the university on best practices in ensuring that the university's equity goals are met. In addition to the work of the working groups themselves, they will continue to report back annually to the Council on Employment Equity (CEE). The CEE has representation from all staffing groups at Queen's and will serve in an advisory capacity for the working groups and the framework in establishing priorities, timelines, and goals on an annual basis.

This is an exciting time at Queen's in terms of employment equity, with the establishment of the new framework we are able to move forward in ensuring that Queen's is successful in setting and meeting established equity goals and that our community continues to strive to be one that is inclusive and welcoming to everyone.



**DIVERSITY AND
EQUITY
ASSESSMENT
PLANNING TOOL**

The Diversity and Equity Assessment and Planning Tool (DEAP) has been developed in order to facilitate the assessment of educational equity required by the Senate Educational Equity Policy and to assist units in responding comprehensively to the various reports related to equity, diversity, accessibility, and inclusivity at Queen's in addition to the most recent academic and research plans adopted by Senate.

Institutional Goals

Queen's seeks to provide students with a high-quality education that prepares them for an increasingly diverse society and globally integrated world. It also seeks to empower them to participate in a culturally, economically and politically evolving world in an informed and responsible manner. The mandate of Senate Educational Equity Policy, is to ensure Queen's continues to strive to create and foster an inclusive, supportive, and welcoming educational and learning environment for all students. In *Towards a Mental Health*

the Principal's Commission on Mental Health endorses the need to establish a safe, supportive, inclusive and engaging community by "supporting specific socially-marginalized populations of students with members who may be at higher risk of stress and distress." Specific goals

identified by the Commission and the Academic Plan:

Equity, Diversity, and Accessibility

To encourage appreciation of the diversity of cultures within Canada and the rest of the world, and foster respect for Indigenous Nations' knowledge, languages, and cultures

To promote the recruitment and retention of Aboriginal students and to examine ways to increase their participation in degree programs and activities across campus

To support the recruitment, promotion, career development, and retention of diverse faculty and staff, particularly those in equity-seeking groups

Internationalization

To strengthen global awareness by increasing interaction between domestic and international

