

Towards Diversity and Equity at Queen's:
A Strategy for Change

Final Report of the
Principal's Advisory Committee on Race Relations

Queen's University
February 28, 1991

1 Introduction

The work of the Principal's Advisory Committee on Race Relations has been to set the University on a course of change to achieve an institution where every member of the Union

change at Queen's. It will enable us to take a proactive position with respect to racism, while at the same time establishing an effective means to deal with racial discrimination

gathered by the Committee from a large number of sources, including the examination of University publications (policies, calendars etc), and the statements of various students

A

believe that if the objectives can be agreed upon, then the resulting sense

The first three are intimately con-

holidays);
B graduate supervision and to

Education is a basic human right which should be accessible to all segments of society. In reality it is not. Post secondary education is available, but it is not accessible to specific groups within our society for a multitude of reasons which include race and class inequality. In a society which values and rewards individual

Queen's for racial minorities.
(Responsibility: Principal)

B Recruitment of Students

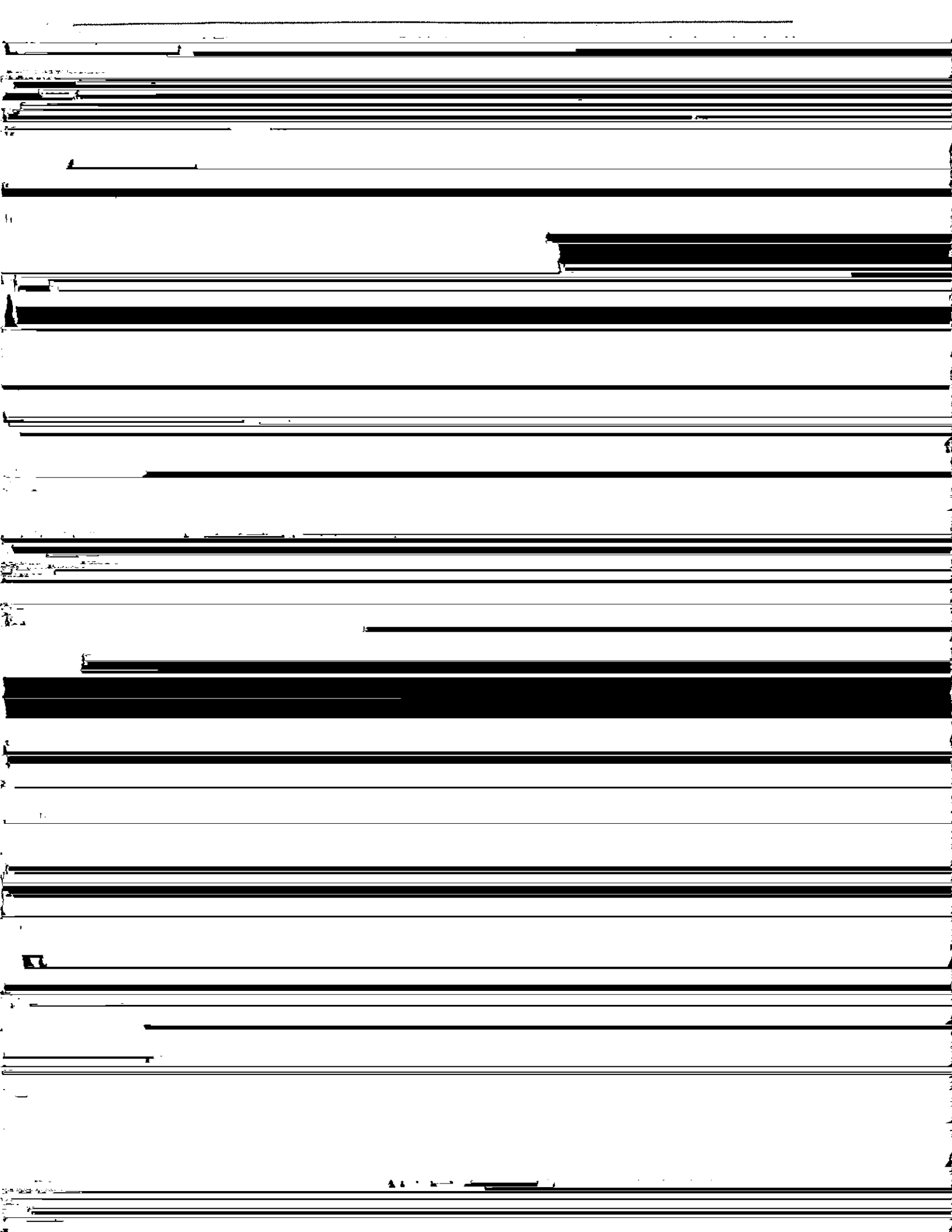
Recruitment of Students: Objectives

1 To ensure that recruitment policies and practices are actively non-discriminatory

norities should be developed. This policy needs to specifically define disadvantaged and under-represented groups.
(Responsibility: Registrar)

8 One 'liaison officer' should have the following two responsibilities:

1. To ensure that recruitment policies and practices are actively non-discriminatory

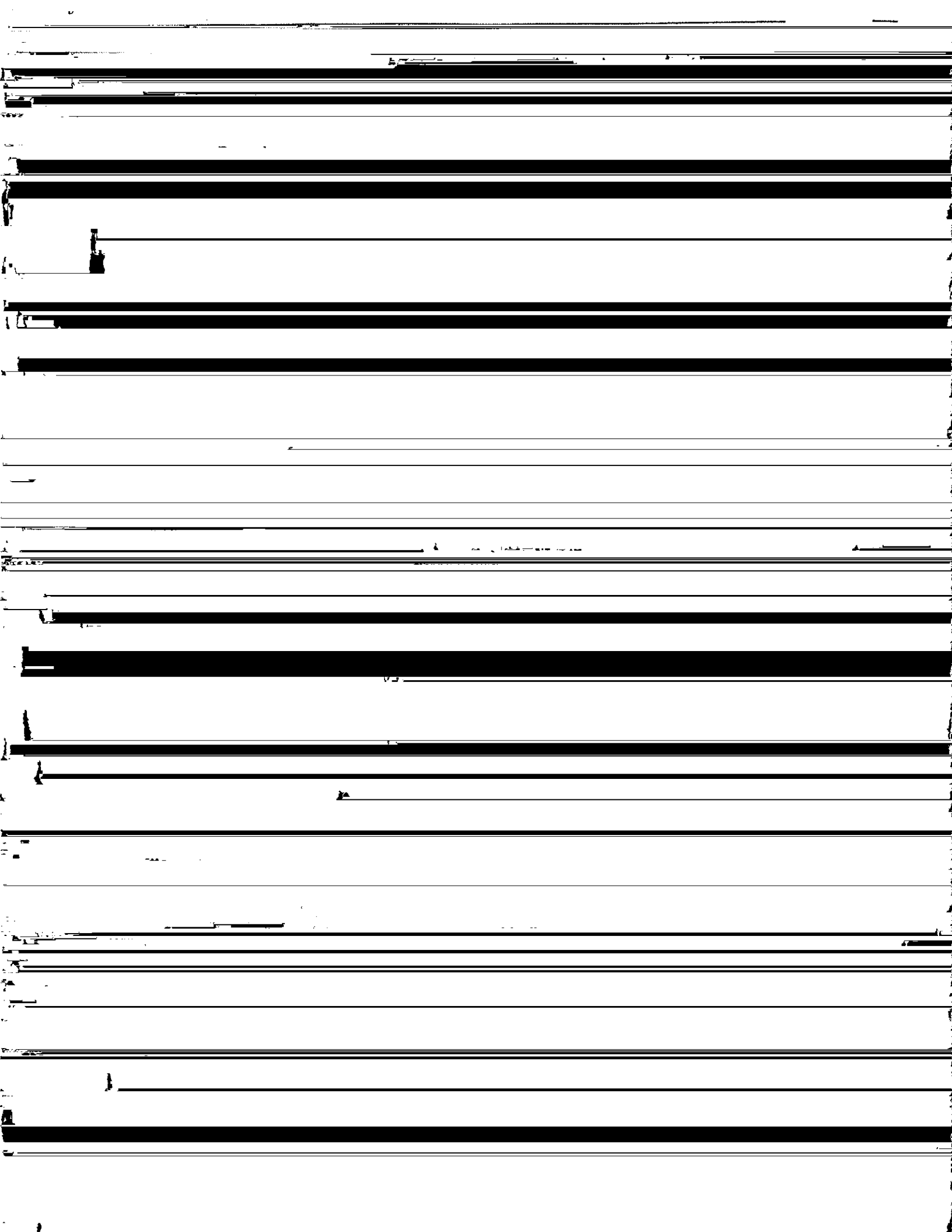


candidates to fill available positions by disadvantaged areas in all re- earn money they can only do so by

6 Seek ways to recognize the additional responsibilities (such as course

7 Recognize the legitimacy of a variety of publication outlets, including

decision and Policy Committees.
(Responsibility: Department Heads,



Accelerated timetable for change

Queen's life, racial minorities rarely
appear in photographs, and where

newspapers and newsletters, includ-
ing *Collier's*, *Queen's*, *QNA*, *Q*

*Public Communications:
Recommendation*

1 The Public Relations Department,
Studio Q (Queen's television pro-
gram broadcast weekly on Cablesat

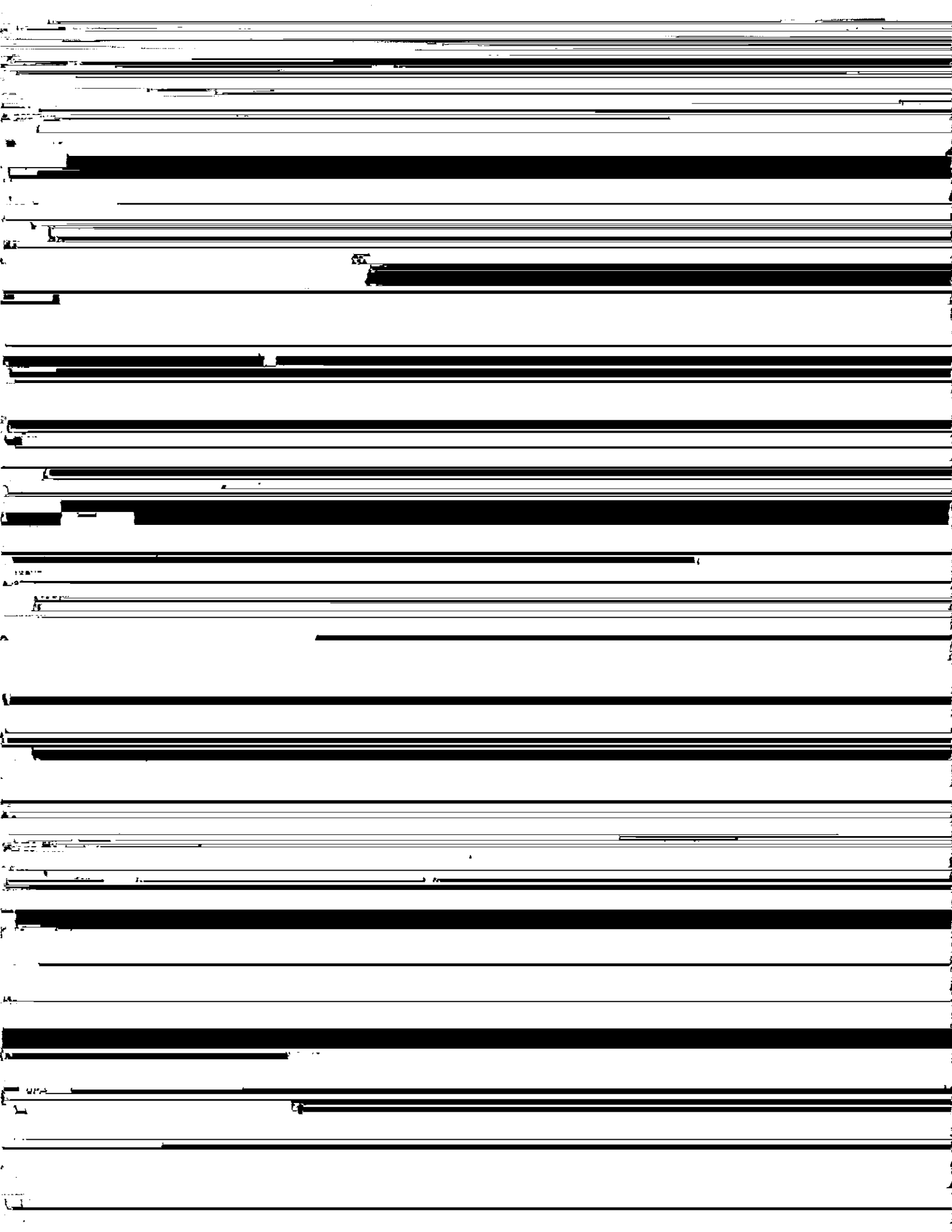
sense of pride and responsibility in
becoming a member of the Queen's
family.

Recommendations:

The responsibility for the following

ties. Reducing the role of alcohol dur-
ing this week would help create a
more welcoming atmosphere to an
academic institution.

8 Ethnic campus clubs should be ac-
cessible during Orientation Week. A
list of all the clubs and a contact per-



7 Implementation

Objectives

units within the University abide by this commitment. Within the context

the University community.

1) To communicate and liaise with

To ensure that the responsible

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cedures Manual for Support Staff'.
(Responsibility: Senate, Personnel)

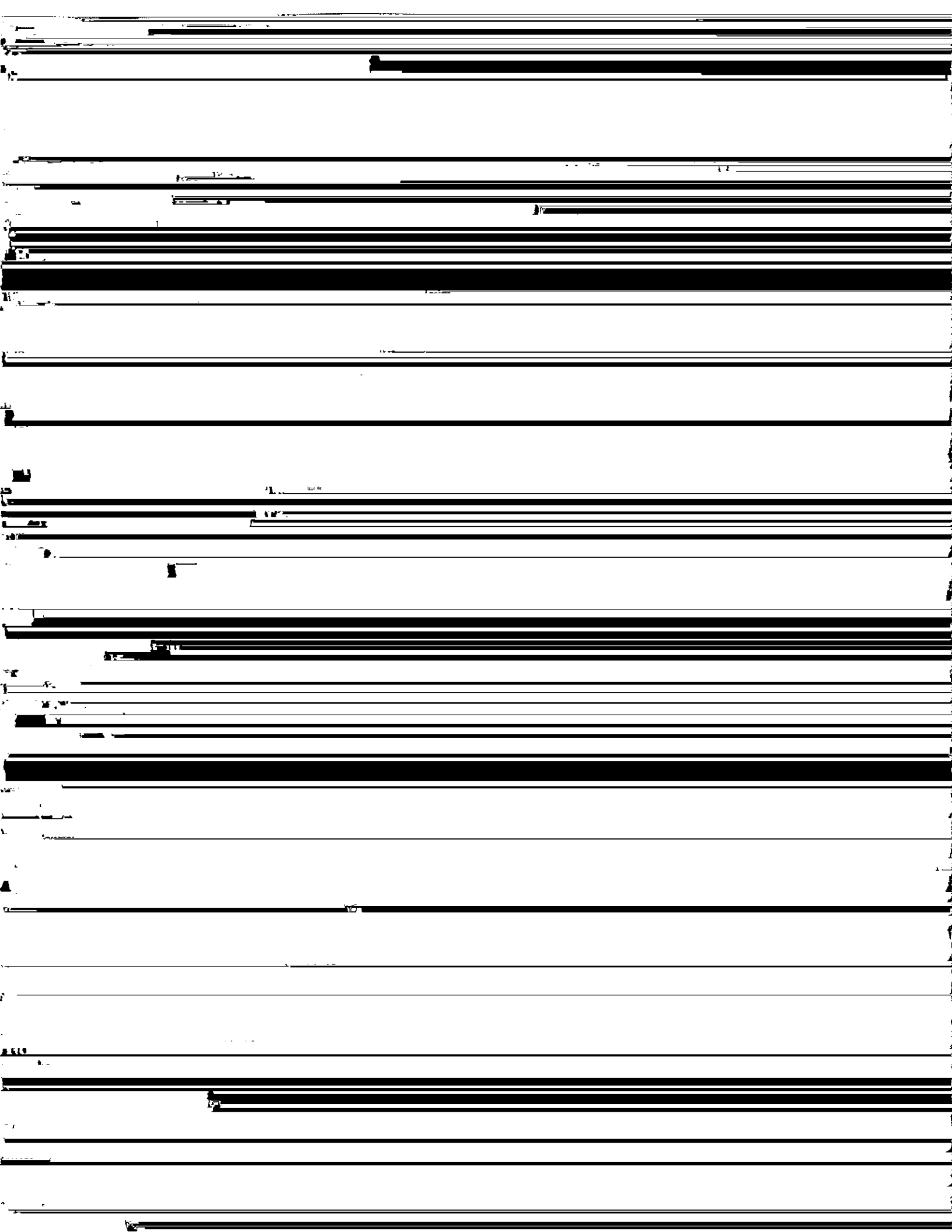
development of anti-racist education
programs.

three basic principles:
a) empowering complainants and
addressing their concerns

ture to be effective, they should be
seen to be accessible and supportive

for complainants through the Direc-
tor of the Race Relations Centre.

b) developing time limits for pro-
cessing such complaints which pro



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