



Equity Update

SPRING 2021

Statement on Diversity, Inclusion, and Anti-racism

JUNE 3, 2020

The recent killing of George Floyd by members of the Minneapolis Police Department has set off a series of protests across the world. It is important to acknowledge that acts of racially motivated violence and oppression occur on an ongoing, frequent basis within Canada. We must reflect and understand that racialized members of our campus and off-campus community face structural oppression due to longstanding systemic racism.

The Graduate Student Association (GSA) of the University of Waterloo stands with the growing chorus of voices calling for change.

During this necessary time of outrage and emotion, the executive team of the GSA wants to ensure all members of our graduate student community that our organization is committed to diversity and inclusion, which means providing a campus free of racial bias and ensuring equitable treatment for all students. We will revamp our efforts to work with members of administration to ensure that all individuals working and/or studying at the University of Waterloo are not marginalized due to conscious/unconscious bias and structural inequalities.

The GSA will be supporting broader community initiatives designed to support black, Indigenous, and racialized members of our campus and off-campus community. We will be donating \$1,000 to the Black Lives Matter movement. Further, we will donate an additional \$1,000 to community-based organizations focused on promoting racial equity within the Region of Waterloo.

We intend to report on our progress in supporting racial equity on an ongoing basis.



Building a team

- the only GSA in Ontario with an Equity Coordinator
- each new position would have a nexus with Equity

multi-pronged & intersectional

**GSA
Governance &
Services**

**Relationship
Building**

Members



EQUITY STRATEGY PHASE 1

**Research Report: State
of Equity**

**BIPOC Graduate
Student Collective**

Safe Love Week

**Review of GSA
Advocacy & Wellness**

**Accountability &
Representation in
University
Administration Equity
Initiatives**

**Relationship Building &
Indigenous Initiatives**



- AccessAbility & Graduate Student Services
- Wellness Collaborative & BIPOC Graduate Student Peer Support
- Writing Centre & Positionality Workshop
- BIPOC Graduate Student Collective
- Black Faculty Collective
- President's Anti-Racism Task Force
- Staffing Concerns
- Campus Wellness – LGBTQ 2+ Graduate Student Services

- Human Rights, Equity & Inclusion Office & Safe Love Week, Review Panel
- Indigenous Initiatives
- Waterloo Indigenous Student Centre
- Indigenous Student's Association
- Library & Indigenous Studies Research Guide
- Graduate Studies & Postdoc Office – Diversity Strategy
- RAISE XChanges Conference
- University Committees & DGSA's
- Equity Survey
- African Graduate Student Association & Advocacy



Sustainability & Foresight

How will GSA Council & Board maintain Equity & Anti-Oppression practices in the future?

We have to do the work internally in order to ensure that this work is continued.



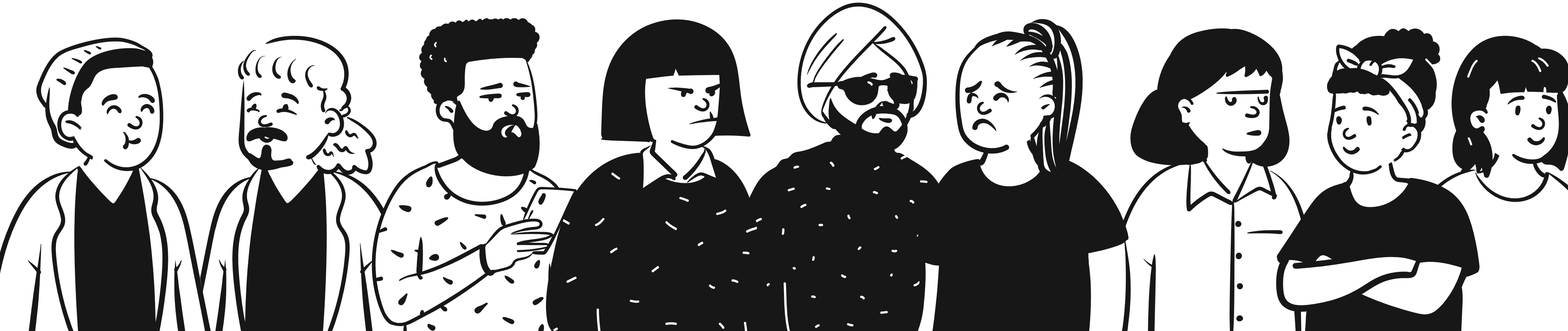
Breakout Rooms

What discussions on equity, anti-racism, gender diversity, and accessibility have taken place in your department?

Have initiatives been successful, productive, supported? Have students or faculty led these efforts?

Would you as a GSA Council Representative like to participate in an equity, and anti-oppression training?

How would you like the GSA to embody equity practices? What are our failings?





**Do you have
any questions?**