EQUITY STRATEGY
PHASE 1

Aaron Francis, GSA Equity Coordinator
December 2020
Research Report: State of Equity

To be produced by end of Winter 2021

- Equity initiatives by University of Waterloo Administration (including Campus Partners)
- List of Equity seeking groups on campus (Faculty & Student led)
- Internal review of GSA Student Advising Services
- Report results of Equity Survey (UW Admin and GSA-UW)
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BIPOC Grad Student Community Collective

- Centring the academic and social experience and needs of Black, Indigenous, People of Colour Graduate Students
- Fostering Intergenerational Mentoring and Support (between Faculty and Students)
- Peer to Peer support (between Graduate Students and Undergraduate Student-led equity seeking groups)
- Professional Development
- Safe space for BIPOC LGBTQ2+ students
- and more!

To launch Winter 2021
Events & Programming

- Two events per term
- Virtual Safe Love Week
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Review of GSA Services & Student Support

- Focus on Student Advising and support pathways for students who experience discrimination
- Working with Student Engagement on recruitment
- Partnering Waterloo Indigenous Student Services, Indigenous Initiatives, and Human Rights Equity Inclusion Office
Accountability & Representation in University Administration Equity Initiatives

• Equity Data Advisory Committee
• PART
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Goals & Challenges
Questions & Suggestions

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