



# 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

*To launch Winter 2021*

- 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!



# 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

Aaron Francis, GSA Equity Coordinator  
[gsa-equity@uwaterloo.ca](mailto:gsa-equity@uwaterloo.ca)