

Draft: AMUSE Equity Policy

Drafted on: May 29, 2013

Preamble

AMUSE recognizes that persons and groups historically, systematically, and culturally marginalized include, but are not limited to women; trans* and gender-nonconforming people; indigenous people; people of colour; religious minorities; visible minorities; ethnic minorities; queer people; people with mental and physical disabilities; people whose first language is neither English nor French; people without citizenship status, migrants, and refugees; people of size; and people from poor and/or working class backgrounds. AMUSE further recognizes that these categories are not mutually exclusive, and that individuals and communities may experience multiple and intersecting marginalizations.

As such, this Equity Policy seeks to address discriminatory practices and programs within the union and to promote equity and diversity in all facets of AMUSE's work and programming. Equity in this document refers to awareness of the past and present marginalization of the above-mentioned groups that underpins the lack of access and respect in dominant society for those groups, and corresponds to the privileging of dominant groups within society. Discrimination refers to the differential treatment of an individual or group to their disadvantage based on the above-mentioned characteristics.

Policy

1. AMUSE condemns harassment or discrimination of disadvantaged groups or individuals, and regards any harassment or discrimination as a serious offense.
 - 1.1 AMUSE will not affiliate or collaborate with organizations or individuals known to promote or engage in discriminatory practices;
 - 1.2 AMUSE will actively support projects that aim to address discrimination and/or to promote accessibility, diversity, and equity in the McGill and Montréal communities;
 - 1.3 AMUSE affirms its commitment to promoting equity in the workplace, in addressing any harassment or discrimination that occurs in the workplace, and supporting its members who have experienced harassment or discrimination in the workplace.
2. AMUSE commits itself to providing accessible structures, programs, and activities that promote the participation of all its members.
 - 2.1 AMUSE will regularly evaluate the social sustainability of its structures, programs, and activities to ensure they are in accordance with the content of this policy.
3. All AMUSE staff, executives, elected representatives, stewards, and steward delegates shall be held accountable to this policy and shall actively promote equity through their work.
 - 3.1 All AMUSE members included in clause 3 shall be required to attend at least one (1) anti-oppression and/or equity training/workshop within six (6) months of their appointment, election, or hiring.

4. In the event of an instance or instances of discrimination or harassment by a union representative, staff member, steward, or executive, members will refer to AMUSE's internal complaints procedures (***) and/or if necessary or desired by the complainant, further civil/legal procedures.

5. This policy shall be considered a living document that is subject to change, updates, and regular review to ensure that it is best serving AMUSE's membership.

*This policy was adopted by the Board of Representatives of AMUSE on **DATE***