



ACTIVITIES

The SEEC met nine times during the 2009-2010 academic year. The majority of the Committee's focus was reviewing various reports submitted to the SEEC for comment and/or support. The SEEC also finalized the new Educational Equity Policy that was approved by Senate on November 26th, 2009 and discussed the distribution and awareness process of the new policy.

In addition to the work mentioned above, the SEEC also:

1. Responded to and discussed programs and reports on campus:
 - a. International Students Report
 - b. A Proposal for Gender Neutral Washrooms at Queen's
 - c. The Human Rights Office Annual Report
 - d. The Student Applicant Census Report 2007/2008
 - e. The Employment Systems Review (Breslauer Report)
 - f. Graduate Student Equity Climate Survey

2. Invited guest speakers:
 - a. Gail MacAllister, Equity Officer, presented on the Student Applicant Census Report 2007/2008
 - b. Rod Morrison, Vice Principal, Human Resources and Phil Goldman, Grievance Officer, Faculty Association, presented the Employment Systems Review. Dan Bradshaw and Constance Adamson (JCAA Co-chairs) also attended.
 - c. Usman Mushtaq, SGPS Student Advisor, presented the International Students Report
 - d. Cheryl Sutherland and Meghan Brooks updated the Committee on their research on "Best Practices" and presented
a report to the Senate Educational Equity Committee.
 - e. Jean Pfleiderer and Christine Lewington, on behalf of the transgender policy group, presented the policy for Gender Neutral Washrooms at Queen's
 - f. Usman Mushtaq and David Rappaport presented information on the Graduate Student Equity Climate Survey
 - g. Patrick Deane and Charles Sumbler attended

FUTURE ACTIONS

The SEEC's future work will focus on the following items:

- Continue to liaise with M. Lewis regarding the "Best Practices" research.
- Involvement with developments on equity, diversity and racism issues on campus.
- Review of the Human Rights Office and the Equity Office annual reports.
- Review of the Aboriginal Council report.
- Continue to liaise with the Diversity and Equity taskforce (DET).
- Work with the Principal's Office and the DET to help in the redesign and reimplementation of the QNS Program.
- Continue to work with the SGS on the Graduate Student Climate Survey.

Respectfully submitted

A handwritten signature in black ink on a light green background. The signature is cursive and appears to read 'A. Husain'. There are some small, colorful marks to the right of the signature.

A. Husain, Chair, SEEC

COMMITTEE MEMBERS 2009-2010

S. Boyce, AMS Representative

I. Bujara, Human Rights Office

A. Girgrah, Office of the Associate Vice-Principal and Dean of Student Affairs

J. Mak, M.P.A. '10

L. Notash, Mechanical and Material Engineering

H. Penning, Equity Office

R. Price, Faculty of Law

M. Reesor, School of Medicine

K. Rudder, Life Sciences

M. Singh, Physics

S. Virani, SGPS Representative

P. Watkin, Office of the VP (Academic)

Chair: A. Husain

Secretary: J. Christie