



## POLICY 2.20

### COUNCIL GOVERNANCE

#### *Equitable Access and Inclusion for 2SLGBTQIA+ Students*

#### **POLICY INTENT**

In keeping with the Athabasca University Students' Union (AUSU) commitment to Equity, Diversity, and Inclusion (EDI), as outlined in the Equity, Diversity, and Inclusion policy 2.18, AUSU recognizes that it serves members from the 2SLGBTQIA+ community, and acknowledges that these learners may face systemic inequities in the form of visible and invisible barriers while pursuing higher education. As an organization, AUSU remains committed to adhering to provincial Human Rights Codes, which prohibit discrimination and harassment based on gender identity, gender expression, and sexual orientation.

This policy serves to underpin all activities carried out by the AUSU staff, council, and the executive committee to ensure an intersectional, anti-oppressive, and social justice lens is applied to all AUSU day-to-day activities when working with and advocating for the 2SLGBTQIA+ community. This policy will also guide the executive committee and council's ongoing advocacy and collaboration with Athabasca University (AU) and guide the executive committee's external advocacy with various levels of government and external stakeholders.

#### **POLICY**

- 2.19.01 Respect the diversity of language that AUSU members, councillors, and staff use to describe themselves, and respect that gender identity and gender expression can only be assessed by how an individual self-identifies.
- 2.19.02 Actively promote the use of gender-inclusive language in all communications, policies, and committees.
- 2.19.03 Welcome the use of a person's name and pronouns, or lack thereof, on all communications and forms, as well as events.
- 2.19.04 Ensure that language choices are updated yearly through collaboration and consultation with the Equity, Diversity, and Inclusion (EDI) Committee.
- 2.19.05 Identify key areas of advocacy where current programming could expand to better support 2SLGBTQIA+ student needs, including the 2SLGBTQIA+ Discord Server.
- 2.19.06 Support the creation of 2SLGBTQIA+ student specific initiatives and events in the annual Vice President of Community and Wellness (VPCW) Work Plan. However, the executive committee may also choose the individual executive portfolio that best fits this purpose in any given year.

- 2.19.07 Ensure that the 2SGBTQIA+ community is involved in, and or provides consultation for, all initiatives and events for the 2SGBTQIA+ community at AUSU.
- 2.19.08 Ensure that the annual budget includes an honoraria allocation for student consultation by 2SLGBTQIA+ students and community partners for initiatives and events.
- 2.19.09 AUSU will seek out opportunities for executives, councillors, and AUSU staff for education and professional development training on topics related to equity-seeking communities. This training should be delivered by external organizations that represent those within the equity-seeking community as per AUSU’s Professional Development Policy 4.04 and Staff Professional Development Policy 5.07.
- 2.19.10 Actively communicate and promote student governance opportunities within AUSU to councillors and members to ensure that they are reflective of Athabasca University’s (AU) diverse 2SLGBTQIA+ community.
- 2.19.11 Reaffirm AUSU’s organizational commitment to supporting students and staff by adhering to AUSU's Equity, Diversity, and Inclusion Policy 2.18 and Respect in the Workplace Policy 2.12

**RELATED REFERENCES, POLICIES, PROCEDURES AND FORMS**

**This Policy References**

- Policy 2.12 Respect in the Workplace Policy
- Policy 2.18 Equity, Diversity, and Inclusion Policy
- Policy 4.04 Professional Development
- Policy 5.07 Staff Professional Development

**This Policy is Referenced by**

None

**POLICY RESPONSIBILITY**

Council

**POLICY HISTORY**

Original Approval Date:	June 17, 2021
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Review by Date:	June 2023