



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 Policy 2.18 Equity, Diversity, and Inclusion, 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

- 2.20.01 Respect the diversity of language, including affirming names and pronouns, 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.
- 2.20.02 Actively promote the use of gender-affirming language in all communications, policies, and Committees.
- 2.20.03 Welcome the use of a person's affirming name and pronouns, or lack thereof, on all communications, forms, and events.
- 2.20.04 Ensure that policy language choices are updated as per policy through collaboration and consultation with the Equity, Diversity, and Inclusion (EDI) Committee.
- 2.20.05 Identify key areas of advocacy where current programming could expand to better support 2SLGBTQIA+ student needs, including the AUSU 2SLGBTQIA+ Discord Server.
- 2.20.06 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.

- 2.20.07 Ensure that the 2SGBTQIA+ community is involved in, and or provides consultation for, all initiatives and events for the 2SGBTQIA+ community at AUSU.
- 2.20.08 Ensure that the AUSU Annual Budget includes an honoraria allocation for student consultation by 2SLGBTQIA+ students and community partners for initiatives and events.
- 2.20.09 AUSU will seek out opportunities for Executive Councillors, Councillors, and AUSU Staff for education and professional development training on topics related to the 2SLGBTQIA+ community. This training should be delivered by external organizations that represent those within this community as per AUSU's Policy 4.04 Professional Development and Policy 5.07 Staff Professional Development.
- 2.20.10 Actively communicate and promote student governance opportunities within AUSU to Members to ensure that they are reflective of Athabasca University's (AU) diverse 2SLGBTQIA+ community.
- 2.20.11 Reaffirm AUSU's organizational commitment to supporting studentMembers, Councillors, Executive Councillors, and Staff by adhering to AUSU's Policy 2.18 Equity, Diversity, and Inclusion and Policy 2.12 Respect in the Workplace.

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
 Last Review Date: August 15, 2023
 Review by Date: August 2026