

Equity Issues Committee (EIC) Recommendations

Following the August 2020 departmental meeting, the EIC was tasked with providing recommendations to the Department in response to the DSC and PSGSA anti-racism survey results (see Annex for an overview of the PSGSA results).

The EIC recommendations focus on teaching practices and curriculum revision, as well as the department's overall climate. The EIC views these recommendations as part of the department's ongoing trajectory of change, which has led to a more diverse learning environment both in terms of its composition and in terms of promoting different perspectives, as a pluralistic intellectual community.

In general, the EIC encourages further reflection and work by Faculty members themselves (individually and collectively) on race and racism, around the areas of pedagogy, curriculum and departmental culture

5. That the Department promote clearly the university structure for reporting instances of racism and discrimination, which protects the rights of students, and should enthusiastically support this structure to increase knowledge about and trust in reporting procedures and decrease apprehension about making such reports.
6. That the Department undertake a review of the student funding and work opportunities it offers in order to formalize a more transparent system for the allocation of contracts and fellowships.
- 7.

ANNEX

The PSGSA anti-racism survey revealed that, overall, the department was seen as only