
POLICY for the EQUITY COMMITTEE

As Compiled on March 22, 2022

By the Deputy Speaker

Nicole Devos

Under the Supervision of the Speaker

Kesavi Kanagasabai



THE SOCIETY OF GRADUATE STUDENTS

The University Western Ontario

LONDON ONTARIO CANADA

2022

5.4 Equity Committee

5.4.1 Ratified

August 22, 2019

5.4.2 Mandate

The Equity Committee is dedicated to ensuring that all society members have an equitable opportunity to successfully complete their graduate education while having an excellent student experience. It oversees the “Not All the Same” campaign. The committee works in partnership with the Society Commissioners.

5.4.3 Article I: Membership

5.4.3.1. The Equity Committee shall have:

5.4.3.1.1. An Official Liaison, who shall be the Vice-President Advocacy, in compliance with Bylaws 2.9.3.2 and 2.9.3.3.

5.4.3.1.2. The Society Commissioners sit as non-voting, ex-officio members of the committee.

5.4.3.2. The Equity Committee will elect:

5.4.3.2.1. One Chairperson or two Co-Chairs, who shall:

5.4.3.2.1.1. Be elected from amongst the committee members;

5.4.3.2.1.2. Act in compliance with the Duties of the Chairperson (Bylaw 2.9.2.);

5.4.3.2.1.3. And fulfill the duties in Bylaw 2.9.5.12.;

5.4.3.2.2. A Deputy Chairperson (if applicable), who shall assume the duties of the Chairperson at the discretion of the Chairperson or the committee in the absence of the Chairperson.

5.4.3.3. The Equity Committee will have:

5.4.3.3.1. A membership limit, as per Bylaw 2.9.4.2.2., set at ten (10) voting members, including the Chairperson/two Co-Chairs and if applicable the Deputy Chairperson.

5.4.3.4. All voting members of the Equity Committee shall be:

5.4.3.4.1. Full and associate members of the Society nominated to the committee by the Society's Council.

5.4.4 Article II: Committee Management

5.4.4.1. The Equity Committee will act in accordance with Bylaw 2.9.3.5 and 2.9.3.7 to determine quorum, Bylaw 2.9.3.9 to manage and maintain attendance, and Bylaw 2.9.4.2.1 to count votes.

5.4.4.2. Voting Policies

- 5.4.4.2.1. Aside from the scheduled meetings, online voting is also permitted on the condition that it is for correcting spelling, grammar, or wording mistakes on motions. Voting members shall be given one (1) business day to respond to an online vote, at which point the vote shall be considered concluded. If any voting member objects to business being voted on online, the voting shall be prohibited for that particular piece of business.
- 5.4.4.2.2. Committee members (including the Official Liaison, Chairperson, Deputy Chairperson, and ex-officio members) can hold up to three (3) proxies.
- 5.4.4.3. Non-committee members may attend as non-voting guests if invited by the chair. Committee members may also request that non-committee members attend as non-voting guests.
- 5.4.4.4. As per Bylaw 1.6.5., the Chairperson or two Co-Chairs, and voting members may serve no more than twelve (12) consecutive months without being ratified for a new council year.
- 5.4.4.5. Respectful Abandonment: In the event of the failure of a voting member of the committee to attend two meetings during their term either in person or by proxy, the Chair(s) may remove the member from the committee in accordance with the protocols listed in Bylaw 2.9.3.9.

5.4.5 Article III: Operations

5.4.5.1. Events and Initiatives

5.4.5.1.1. The Annual Household Donation Drive.

5.4.5.1.1.1. The Equity Committee shall:

- 5.4.5.1.1.1.1. Work in conjunction with SOGS Executives, and SOGS staff to organize the Annual Household Drive in August and September;
- 5.4.5.1.1.1.2. Endeavour with SOGS staff to oversee the process of collecting the donated items;
- 5.4.5.1.1.1.3. Collaborate with the International Graduate Students Issues Committee (IGSIC) to distribute the donated items on a first-come, first-served basis on a selected date after the orientation week;
- 5.4.5.1.1.1.4. Recognize the faculty with the most donations;
- 5.4.5.1.1.1.5. Donate the remaining items to non-profit organizations at the end of the day.

5.4.5.1.2. "Not All the Same" (NATS)

5.4.5.1.2.1. The Equity Committee shall:

- 5.4.5.1.2.1.1. Endeavour to hold a minimum of two interviews per year to create profiles highlighting, celebrating, and sharing the various backgrounds of society members;
- 5.4.5.1.2.1.2. Work in conjunction with SOGS Executives to keep the website (<http://nats.sogs.ca/>) updated.