

# Equity Strategy Goals, Objectives, and Guiding Principles

## Education and Culture of Respect

Engage in comprehensive and widespread education of anti-oppressive practices will assist in creating and fostering a collegial culture of inclusiveness and create a culture of understanding and support for marginalized groups on campus.

- 1.1** Ensure at least two anti-oppression workshops to be delivered as a part of orientation for the CSU board of directors.
- 1.2** Mandate one anti-oppression training session for CSU volunteers, including a reading of the equity strategy.
- 1.3** Ensure at least one anti-oppression workshop is delivered to CSU support staff.
- 1.4** Increase both formal and informal learning initiatives about anti-oppression, equity, and diversity through culturally sensitive sociable events, including but not limited to town halls, seminars, panel discussions, and socials.
- 1.5** Work with groups and organizations outside of the university campus.



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## Accountability

Hold people accountable for oppressive activity such as discrimination and harassment on and off campus, and stop it in its tracks. This also includes holding the CSU accountable for proper inclusion and diversity standards, and also for supporting, aiding, and advocating for proper processes of justice for students experiencing discrimination.

**2.1** Develop comprehensive anti-oppressive and discrimination complaint policy and procedures that bridge the university's complaint policy and those of the CSU, thereby allowing for increased student support, resources, and information. Ensure proper process and follow-up.

**2.2** Create and maintain open and responsive feedback systems in order to develop an inclusive culture of conversation and public dialogue, such as meetings and town halls.

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## Accessibility and Safety

**Provide an accessible and welcoming environment for students, faculty, staff, and visitors, which means actively and continually developing safer spaces around campus for oppressed groups. It is crucial that we cultivate a climate that is welcoming for individuals of all backgrounds.**

**3.1** Work towards the creation and perpetuation of safe spaces, physical and theoretical, throughout the university campus, including the implementation of the safe space program.

**3.2** Ensure culturally sensitive event planning by creating a subsection in the event planning tool which requires a culturally sensitive examination and review.

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## Representation

**Develop policies and procedures that allow for the proper representation of the student body that the student union serves.**

**4.1** Promote the intersection of our members' identities and allow for greater representation and participation by encouraging the collaboration of varying CSU collectives, committees, and clubs.

**4.2** Increase outreach through collectives and committees and promote networks for oppressed groups on campus. The increased outreach will ensure democratic processes, including town hall meetings, collaborative meetings, informational meetings, and meetings for feedback.