

Guiding Principles for Equity Education

Vision

We envision an equitable and inclusive campus environment where all members of the McGill University community are respected, supported, and have the opportunity to thrive and succeed.

Mission

Our mission is to support and facilitate equity education across McGill University in order to create an equitable and inclusive environment for all members of the University community. Our work focuses on understanding and challenging individual and systemic discrimination and equipping the University community with tools and resources to make positive and sustainable change on and off campus.

Approach

Our approach to Equity Education is one that:

- Meets people where they're at
- Honours collective and diverse knowledge
- Makes space for everyone, but prioritizes new voices and ones that are often marginalized
- Challenges the status quo and societal norms
- Understands that learning is ongoing, iterative, and there is no such thing as perfection or an “end”
- Recognizes that progress is a process

Equity Education Advisors

The Equity Education team at McGill University includes Meryem Benslimane and Shanice Yarde. Janelle Kasperski is the Indigenous Education Advisor and she can be reached at janelle.kasperski@mcgill.ca or 514-398-7159. Services and support we provide include:

1. Advising

We are available to provide advising to all members of the University community. This includes, for example, consultations on equitable programs, curricula, policies, events, and classroom design as well as providing or recommending resources. Advising can be a short- or long-term engagement depending on the need, including a partnership established with terms of reference with a faculty/school/department.

2. Workshops

We are available to design and facilitate equity workshops. We offer two options:

- a. [Safer Spaces](#) (Available for Faculty, Staff, and Graduate Students): In collaboration with Teaching and Learning Services, the Office for Sexual Violence Response, Support and Education, and the Office for Students with Disabilities, we offer the Safer Spaces Suite, a regular schedule of training for staff, faculty, and graduate students. The Safer Spaces Workshops open the conversation on several equity issues and offer tools to address individual and systemic discrimination on campus. We offer workshops on six topics:
 - Understanding Discrimination
 - Disability, Access, and Universal Design
 - Sexual Orientation and Gender Identity
 - How to Respond to Disclosures of Sexual Violence
 - Indigenous Perspectives
 - Race and Cultural Identity

- b. [Made-to-Measure Workshops](#) (Available for All): We provide custom trainings and workshops on programs, policies, and curricula specifically tailored to support your unit or department's commitments to equity. Some made-to-measure workshops we have done in the past include Understanding Intersectionality in Engineering, Gender Neutral Pronouns and Inclusive Writing, Anti-Oppression in Practice, and Equity 101.

How to Request Advising

Step 1

Initial Contact

If you are interested in receiving advising, then please contact an Equity Education Advisor via email or phone:

Meryem Benslimane
Equity Education Advisor (Gender Equity & LGBTQ+ Education)
meryem.benslimane@mcgill.ca
514-398-3147

Shanice Yarde
Equity Education Advisor (Anti-Oppression & Anti-Racism Education)
shanice.yarde@mcgill.ca
514-398-2176

Please note that if you are experiencing an equity-based issue or conflict and you would like to learn about your options and resources and/or file a complaint, please contact Sinead Hunt, Senior Equity and Inclusion Advisor, at sinead.hunt@mcgill.ca. The Equity Education Advisors are not trained in conflict or crisis management.

Step 2

Reviewing the Request

If we can fulfill the request, then we will review the request with you, either in person or by email/phone, and collaboratively determine an appropriate plan of action. If we cannot fulfill the request, then we will suggest alternative options.

How to Request a Workshop

Step 1

Initial Contact

If you are interested in attending a Safer Spaces workshop, then please visit https://www.mcgill.ca/equity_diversity/equity-education/safer-spaces-workshops.

If you are interested in creating a made-to-measure workshop with an Equity Education Advisor, then please contact us via email or phone:

Meryem Benslimane

Equity Education Advisor (Gender Equity & LGBTQ+ Education)

meryem.benslimane@mcgill.ca

514-398-3147

Shanice Yarde

Equity Education Advisor (Anti-Oppression & Anti-Racism Education)

shanice.yarde@mcgill.ca

514-398-2176

Step 2

Workshop Request Form

After you contact an Equity Education Advisor, you will receive an online [Workshop Request Form](#) to complete in order to help us better understand your needs and goals. If you have questions, need support filling out the form, or would prefer a hard copy, then please let us know.

Step 3

Intake Meeting

After we receive your completed [Workshop Request Form](#), we will review it and respond to you. If we cannot fulfill the request, then we will suggest alternative options, such as providing resources or proposing an external facilitator. If we can fulfill the request, then we will schedule an intake meeting with you. This meeting will ideally take place in person, but we can also communicate via phone/video chat. During the intake meeting, we will review the [Workshop Request Form](#) together in more detail and collaboratively determine an appropriate plan of action.

Step 4
Workshop Logistics

If we agree to organize a workshop, then we ask that you commit to completing several tasks, including, but not limited to: securing space (ideally in a wheelchair accessible venue), promoting the workshop, providing audio-visual (AV) equipment and a laptop, and participating in evaluations. For more information, please see the [Workshop Request Form](#). These items and other details will also be discussed during the Intake Meeting.

Thank you for reaching out! We value your commitment to Equity Education and look forward to supporting your continued work. Please do not hesitate to let us know if you have any questions.