**Published: July 7th, 2020**

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| Short Term (May 2020-August 2020) |
| * Roll out of **mandatory anti-oppression training** to all ComSoc co-chairs, executives, and assembly members * Launch of **incoming student mentorship program** toprovide all first-years with equal access to upper-year allies * Creation of an **equity framework** for all ComSoc actions establishing criteria which must be met for approval * Implementation of a thorough **land acknowledgment declaration** which is to be made mandatory for all ComSoc events * Implementation of **ComSoc office hours** for students to connect with the Equity Diversity and Inclusion Officers, Ombudsperson and Academic Officer |
| Medium Term (September 2020 - April 2021) |
| * Establishment of regimented **code of conduct** which is to be implemented into Disciplinary Policy outlining forms of unacceptable and punishable conduct * Formalization of an **anonymous whistleblower program** to allow students to report unacceptable conduct within the Commerce Society * Ratification of **additional advocacy executives**, specifically those that give voice to Indigenous and Black students * Restructuring of **ComSoc Human Resources Policy** to address inconsistencies and inequalities within hiring processes |
| Long Term (May 2021 - Onwards) |
| * Integration of **mandatory Equity, Diversity and Inclusion content within the Bachelor of Commerce** curriculum * Creation and maintenance of a **Commerce Society Board of Directors** to monitor, evaluate and ensure consistency of long-term projects * Formalize intensive and targeted **EDI training modules for future ComSoc Exec** to equip subsequent teams with appropriate leadership capabilities |

**Updated: September 29th, 2020**

**Short Term (May 2020-August 2020)**

* + **Anti-Oppression Training**: ComSoc launched our first-ever Co-Chair Training and Development Program. The program's goal was to provide the student leaders of each conference and committee with the knowledge and resources to improve their hiring practices and enhance their inclusive leadership skills. ComSoc partnered with Like Minded Females (not-for-profit social enterprise changing the narrative of inclusion and enabling womxn and minoritized groups to achieve success) to conduct Anti-Oppression and Inclusive Leadership Training and with the Queen's Human Rights and Equity Office to conduct Hiring Equity Training. On Wednesday, September 23rd, all Co-Chairs successfully completed the program, and we are currently collecting feedback from participants and facilitators to modify for next year.
  + **ComSoc Hiring Outcome Report:** Our Talent Strategy Team has completed tabulating the hiring data, and the final report is scheduled to be published on Friday, October 23rd, 2020. This report includes executive composition, gender, and year breakdown as well as data illustrating overall student involvement.
  + **Evaluation of Executive Mandates:**ComSoc mobilized its team of Commissioners and Advisory Board Directors to evaluate all clubs, committees, and conferences’ commitments to EDI. Executives were asked to provide a short, medium, and long-term plan as to how they will prioritize EDI moving forward as well as craft a statement of commitment to the student body. Executives were evaluated based on their: mandate, club culture, talent management, brand reputation, and initiatives. Each executive was provided with feedback and actionable next steps to improve upon the relevance, measurability, and substance of their plans.
  + **First-Year Mentorship Program:** ComSoc launched our first-ever Peer Leader Program. We successfully recruited 140 mentors, and all mentors underwent Lead, Include, Transform Training by Queen's Student Experience Office. This training provided mentors with basic foundations of EDI and equipped students with leadership strategies to foster inclusive spaces. Each first-year Smith Commerce student was given an upper-year mentor to serve as an ally and resources throughout the year and beyond.
  + **Equity Framework and Toolkit:** ComSoc is in the final stages of completing the Equity Toolkit that will be made available to all ComSoc student groups. The Equity Toolkit serves as a bank of resources for Co-Chairs to incorporate EDII into all aspects of their mandate delivery. The goal is to better support all members and executives to think critically through an equity lens in everything they do. The Toolkit is scheduled to be released on Tuesday, October 13th, 2020.
  + **Land Acknowledgment:** ComSoc has completed the first iteration of our Advancing Reconciliation Toolkit with Co-Chairs resources to effectively create and use land acknowledgments at all sanctioned conferences and events. ComSoc is currently consulting Indigenous students groups across campus to continue to build the Toolkit with additional resources on advancing reconciliation in mandate delivery.
  + **ComSoc Office Hours:** ComSoc is currently conducting a marketing campaign promoting our Academic Officer, Ombudsperson, and Equity, Diversity, and Inclusion Officers. Our advocacy positions have made themselves available to students to provide confidential, non-judgemental, and empathetic peer-based support and serve as an additional layer of support services alongside the University.

**Medium Term (September 2020 - April 2021)**

* **ComSoc Student Code of Conduct:** Recently, ComSoc formalized a working group to research, rewrite, and implement a robust code of conduct and whistleblower program. The team is actively working alongside Queen’s administration, the Smith Commerce Office, and the Alma Mater Society to determine the limits of ComSoc’s non-academic misconduct governance structure. Currently, members of the working group are engaged in student, faculty, and alumni consultations to determine best practices and shortcomings within our previous disciplinary policy. The team hopes to begin the rewriting process towards the beginning of December, with the goal of implementing the code of conduct and whistleblower program by February.
  + **Advocacy Executives:** On Sunday, September 27th, 2020, ComSoc ratified Smith Black Business Association. Smith Black Business Association seeks to eradicate the barriers that intervene with the prosperity of Black people in the business industry and to provide a safe space for Black business students to learn and grow. ComSoc is currently working with a group of Smith Commerce Indigenous students on developing a mandate and building a brand for a student group that will provide a platform to engage in discussions, opportunity advancement, and improve the student experience of Indigenous students at Smith.
  + **Revitalized Human Resources Policy**: ComSoc is continuing to review our Hiring Policy. The goal is to transform the document from hiring guidelines to a comprehensive Human Resources strategy. The Talent Strategy Team is currently engaged in consultations with students, co-chairs, faculty, and HR practitioners. The goal of the Human Resources Policy review is to address hiring inconsistencies and inequities across all ComSoc hiring practices. The final recommendations will be presented to the ComSoc legislative body in November 2020.

**Long Term (May 2021 - Onwards)**

* + Integration of mandatory **Equity, Diversity, and Inclusion content within the Bachelor of Commerce curriculum:** ComSoc launched an EDII Curriculum Survey and received about 400 student submissions. The survey was intended to collect data from students to lobby for curriculum changes in Smith Commerce. The survey questioned representation in the course material, curriculum composition, and learning environments. The results are currently being summarized, and findings will be presented to various Smith and Queen's committees and working groups.
  + Creation and maintenance of a **Commerce Society Board of Directors** to monitor, evaluate and ensure consistency of long-term projects
  + Formalize intensive and targeted **EDI training modules for future ComSoc Exec** to equip subsequent exec with appropriate leadership capabilities