

<b>Summary of Recommendations:</b>		
<b><i>Queen's Diversity, Anti-Racism and Equity (D.A.R.E.) Report</i></b>		
<b>Recommendations</b>		
<p>The panel is well aware that the university is now in the midst of a serious budgetary crisis. We have therefore divided our recommendations into two parts. The first consists of recommendations we feel the university should be able to immediately implement. The second is a longer term vision for the university once it has fiscally righted itself in approximately three years according to budget projections.</p>		
<b><i>Short Term Recommendations</i></b>		
a)	<p>First and foremost the Principal and Vice-Principals of Queen's University must publicly and unequivocally commit this institution to implementing the recommendations that it has solicited from various committees over the past 18 years. It is time to move beyond studying the climate of the university and the experiences of faculty, staff, and students. We believe that the time of collecting data should end. It is now time to act on these recommendations, with an eye towards crafting a strategic plan with a timeline and assignation of responsibility to all members of the senior officers and their reports for carrying through each part.</p>	Diversity Equity Taskforce (Vp Academic)
c)	<p>Queen's must make the theme of diversity prominent on its website, the first point of contact most people have with us. The current mention of diversity is inadequate and our claims of being internationally recognized for diversity are frankly audacious. Arriving at a common institutional understanding of what diversity means is key to making it integral to the University's academic mission. We need to state, unequivocally, that diversity is synonymous with and integral to our pursuit of excellence and central to our academic mission.</p>	Diversity claim removed from website; Visual identity and Graphic Standard Policy (marketing and communications)



h)	A \$25,000 fund should be established for students and student groups on an annual basis who want to pursue anti-racist and anti-oppression programming and initiatives to be administered by the Office of the VP (Academic) and vetted jointly by the Rector, the AMS Social Affairs commissioner, the SGPS Equity Commissioner, the Diversity Advisor to the VP (Academic), and the Assistant Dean of Diversity Programs and Community Development, Student Affairs.	Not Done.
i)	The university should fund the new Journal of Critical Race Inquiry, an initiative of the Human Rights Office, to the tune of \$5,000 per annum as part of its base operating funding rather than “soft money” or discretionary funds.	Not sure.

j)

- k) The university must ensure that all student leaders have access to diversity training and that diverse perspectives are represented in our all important Orientation Week events. Orientation Week also gives the university a singular opportunity to introduce students to issues of anti-racism, anti-oppression, and diversity. We encourage creative programs that will engage students rather than bore or alienate them (eg. comedy or theatre). The Office of Student Affairs, the Human Rights Office, and the AMS Social Issues Commission can work to train student leaders in and out of residences. Substantial progress can be made in three years at which time expanded efforts could be funded b





<p>The GER will give students exposure to issues on social difference and social justice. We envision that a class of 4,000 incoming students could be divided into 20 classes of 200 students. The GER program should be staffed by a small core of dedicated faculty (tenure or non-tenure stream) and supplemented by teaching fellows and short-term contract faculty.</p>	
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- g) The university should implement a Transitional Year Program to allow greater access to students with non-traditional academic and social backgrounds the opportunity to study at Queen's university. The program should consist of a seminar program open to 400 first year students with