

POSITION STATEMENT: Equity, Diversity and Inclusion

ISSUE:

Ensuring that our campus fosters equity, inclusivity, accessibility, and is anti-discriminatory. This includes addressing systemic barriers faced by historically underrepresented students and implementing structural supports that promote fairness, accessibility, and belonging across all areas of university life.

RESPONSIBLE AUTHORITY:

- The Bishop's University Students' Representative Council (BUSRC)
- Bishop's University
- Campus food service provider(s)
- City of Sherbrooke
- Société de transport de Sherbrooke (STS)
- Borough of Lennoxville
- Quebec Student Union
- Government of Quebec
- Government of Canada

DETAILS:

The Bishop's University Students' Representative Council (BUSRC) plays a central role in fostering community and active student life through programming, events, and representation in tandem with the university. Major policy shifts, academic restructuring and changes in services directly impact students and their overall university experiences. Ensuring that students' voices are represented in decisions surrounding campus connection and that students are centered within these decisions is essential for a strong and vibrant community.

IMPACT/ANALYSIS:

Systemic barriers continue to impact access to education and campus life for many students, including students with disabilities, racialized students, international students, and students with families. Addressing these barriers requires institutional accountability, structural change, and meaningful consultation with affected communities. When student voices are excluded from decision-making or consultation processes, it deeply impacts the overall sense of community. Ensuring transparency and clear communications will increase and sustain participation in campus life. Students are very vocal around the community, acting as the foundation of our campus, and its prioritization is essential for the longevity of Bishop's.

POSITION:

The Students' Representative Council is committed to advocating for a more equitable and just university campus, greater community, province, and student experience. This includes promoting, striving for, and implementing policies, resources, and initiatives to ensure that all students feel welcomed, supported, and included at Bishop's and within the Bishop's community.

The Students' Representative Council supports the following:

Long-Term Goals:

- Ongoing, consistent, and timely maintenance of existing accessibility aids on campus
- Improved off-campus accessibility infrastructure in Lennoxville
- Expansion of accessible and reliable transportation options
- Increased awareness and accessibility of off-campus and emergency support services
- Priority access for students to on-campus daycare services
- Long-term maintenance of safe family spaces and expanded caregiving supports
- Creation of more flexible and inclusive meal plan options
- Development of culturally informed and affordable food options on campus
- Creation of a standing cultural hub or dedicated space for cultural student associations
- Comprehensive institutional policy audit to ensure inclusive and anti-discrimination within all university policies
- Expanded transition and financial support for international students

Short-Term Goals

- Increased support for racialized students
- Introduction of new accessibility aids, including tactile paving and improved elevator systems
- Implementation of compensated student work for committee and institutional contributions
- Creation of a university-wide policy supporting students with families
- Mandatory anti-racism training is integrated into orientation week, and for returning students
-

The Bishop's University Students' Representative Council (BUSRC) opposes the following:

- Institutional policies that create systemic barriers for underrepresented students
- Inaccessible infrastructure or failure to maintain accessibility aids
- Insufficient institutional action in response to racism, discrimination, or inequity