



Preliminary Report on SASS Barriers SASS Equity and Inclusion Committee

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Definitions

SASS: The Society of Arts and Science Students

Principle: A general accepted statement ("Events should be accessible")

Concern: The issue ("From the survey, something wasn't accessible")

Recommendation: What the Equity and Inclusion Committee would like SASSex or specific stakeholders to do ("Make accessible.")

Religious Barriers

Principle: SASS is made up of a diverse student group, who practice various religions.

Principle: All SASS members should have a chance to attend SASS events

Concern: Based on some responses of the Equity and Inclusion survey, we found that many SASS programs take place on Friday evenings or on Saturday (inaccessible to Orthodox Jews)

Concern: SASSex currently does not consult or research other major religious observances before setting event dates

Recommendation: SASSex should draft a calendar of major religious observances at the beginning of each school year and dates when events should attempt to not be held

Recommendation: SASSEX should be more mindful of general religious practices when setting event dates (could be done by JPA/SPA?)

Financial Barriers

Principle: SASS has students from various financial backgrounds

Principle: Regardless of financial background, all SASS members should be able to attend SASS events

Concern: Based on many responses of the Equity and Inclusion survey, we found that a large amount of students possess financial barriers to some specific events

Concern: SASSEX currently does not have a refund policy in place

Recommendation: Since those main events (Semi, Halloween, Formal) do require more money for the calibre of event to be maintained, SASSEX should uphold the bursary more through fundraising and advertising

Recommendation: SASSEX should implement a refund policy for major events (if you let planners know you can't go to an event by a certain time (set by the event planners), you can get your money back)

Recommendation: SASSEX should continue to promote their many cost-free events (Sib BBQs, Kaffeehaus, Agoras, Milk & Cookies, Level Rep Events), with "cost-free" as one of the highlights

Health Barriers

Principle: SASS should create and adapt events to meet the needs of all members of the SASS community

Concern: Based on some responses of the Equity and Inclusion survey we found that certain members of SASS would appreciate having a recognition in the structuring and planning of events that some people find large events with lots of people and loud music to be overwhelming.

Recommendation: To address this concern we recommend individuals planning large events be mindful of this concern and try to plan for and advertise event locations to include quieter sections where people can interact in a more relaxed setting.

Recommendation: Additionally, SASS could consider having annual events like a movie night in LRW that cater to individuals who prefer smaller and less stimulating environments.

Other Barriers

Principle: Regardless of where an Artsci student lives, they should feel equally able to participate in SASS events

Concern: In the survey responses we found that some commuter students did not feel able to participate in SASS events because of problems with feasibility of transport to and from events.

Recommendation: Based on this concern we propose that SASS organize a database where Artsci houses with spare accommodation (i.e. a couch or spare bed) could advertise this available accommodation before an event such that commuter students could find accommodation on the night of an event so that they felt able to attend the event.