



UKRAINIAN CANADIAN STUDENTS' UNION
СОЮЗ УКРАЇНСЬКОГО СТУДЕНТСТВА КАНАДИ
UNION DES ÉTUDIANTS UKRAINIENS CANADIENS

Equity, Commitment, and Action Policy 1

Effective as of August 29, 2021



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LAND ACKNOWLEDGEMENT

The Ukrainian Canadian Students' Union (SUSK) recognizes that we are located and operating on the original lands of First Nations, Métis, and Inuit Peoples. Wherever we are located across the country, we are on traditional Indigenous territory. As we honour our ancestors with bound wheat Didukhs—representing the spirits of our predecessors, who have and continue to call the land of Canada home—we honour the First Nations, Métis, and Inuit Peoples who made and continue to call the territories of North America home, long before our Ukrainian ancestors arrived. This land has been and continues to be home to diverse Indigenous peoples whom we recognize as contemporary stewards of the land and vital contributors to our society. As a settler people, we acknowledge the historical and ongoing injustices endured by Indigenous people in Canada. We recognize that the road towards justice, freedom, and sovereignty continues and commit to being a part of the struggle.



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1. INTRODUCTION

The Ukrainian Canadian Students' Union (SUSK)'s vision is to be a pillar for equity, diversity, and inclusion within the Ukrainian Canadian Community that fosters connection and unity with various cultures and organizations that encompass the Ukrainian diaspora in Canada. This vision requires an active commitment to human rights, equity, and fairness. The purpose of this policy is to provide an overarching statement of policy that applies to all activities, initiatives, and internal workings of the Ukrainian Canadian Students' Union (SUSK). With this policy, we hope to promote inclusion within the Ukrainian community, the broader Canadian community, and beyond borders to an international sphere and strive to foster an environment that enables all members of the community to feel welcomed, valued, and respected.

2. GUIDING PRINCIPLES

As a Ukrainian Canadian organization, we are committed to maintaining a Ukrainian culture abroad and at the same time, we recognize the ever-present reality of change, shift, and transformation.

All who self-identify, feel a connection, or are inclined to support Ukrainian culture are welcomed in our organization.

We recognize that as a people, Ukrainians have faced oppression, displacement, internment, and genocide. We work from a space of respect for others' histories, heritages, and struggles.

We are committed to creating safe spaces that are inclusive for all members, where respectful and kind dialogue can occur. We understand that our members have



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differing life experiences and perspectives and thus respect all differences.

3. POLICY PURPOSE

Inclusion, diversity, equity and respect are paramount values of our organization and are central to the work we do. This policy responds to our responsibility and desire to prevent discrimination on prohibited grounds, to provide procedures to resolve complaints and remedy problems, and to educate and train our Board of Directors, as well as our member organizations, about their obligations regarding equality, equity, and diversity. To this end, SUSK is committed to creating an environment that supports equal opportunity and nondiscrimination for all persons, regardless of race, colour, religion, sex, age, perceived or actual sexual orientation, gender identity or gender expression, marital status, national origin, or disability.

3.1 Inclusion

For SUSK, inclusion means that we are committed to valuing and cultivating meaningful engagement with historically and structurally excluded individuals and groups. Inclusion refers to enabling all individuals to fully engage in the opportunities SUSK has to offer, removing barriers as they are revealed.¹

3.2 Diversity

In a broader societal context, diversity refers to demographic or identity diversity, including that based on protected grounds. Within SUSK, diversity encompasses these, as well as differences in education, perspectives, opinions, disciplines, faculties, skills, and learning opportunities.

¹ Definitions adjusted from University of Alberta. 2021. "Our Guiding Principles for Equity, Diversity, and Inclusivity." *University of Alberta Equity, Diversity, and Inclusivity*. <https://www.ualberta.ca/equity-diversity-inclusivity/about/strategic-plan-for-edi/our-edi-principles.html>



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SUSK supports and encourages diversity through the identification and removal of barriers and biases and the creation of environments that are free of harassment and discrimination.²

3.3 Equity

Equity is about fairness in access to opportunities and treatment, including housing, employment, and education. Working with the principle of equity engages policies and practices that enable equitable access, representation, opportunities, and meaningful participation of socially diverse people—from the federally designated and other equity-seeking groups such as women, People of Colour, Indigenous Peoples, persons with disabilities, and 2SLGBTQIA groups.

We recognize that policies, practices, language, informal and formal processes and rules created by and for particular groups of people, with a default norm in mind, produce structural, cultural, and social barriers that limit access and inclusion for other individuals and groups. Instating equity as a guiding principle means that SUSK will respect and value the differences of our members by actively identifying and removing barriers, including structural barriers, to ensure that equity-seeking groups have the same opportunity to fully flourish at SUSK.³

3.4 Intersectionality

To work from an intersectional lens means understanding that the complex, different vectors of social diversity including, but not limited to race, class, gender, sexuality, disability, nationality, religion etc. do not exist separately, siloed, or in isolation from one

² Ibid.

³ Ibid.



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another. Instead, the various vectors of social diversity and identity are interwoven, related, and affect each other.

Intersectionality focuses on how these multiple, interwoven vectors shape belonging, culture, social and political institutions, as well as the everyday states of our lives in ways that are not reducible to any singular vector or social category. For example, a disabled woman is likely to experience ableism, or discrimination based on her perceived impairment, and sexism based on her perceived presentation and identification as a woman. These two experiences of prejudice are complex and cannot be isolated to solely ableism or sexism. An intersectional lens and framework are vital to understanding the systems and experiences of social inequality. ⁴

3.5 Discrimination and Harassment

As part of SUSK's Guiding Principles and this Policy, the listed definitions of discrimination and harassment outline behaviour that is unwelcome and intolerable.

Discrimination

The unfair, unjust treatment of people or groups based on characteristics or perceived characteristics including race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. Every person has the equal right to equal treatment regardless of the listed characteristics. ⁵

Harassment

⁴ Ibid.

⁵ Canadian Charter of Rights and Freedoms, s 15, Part 1 of the *Constitution Act*, 1982, being Schedule B to the *Canada Act 1982* (UK), 1982, c 11. <https://www.justice.gc.ca/eng/cs-j-sjc/rfc-dlc/ccrf-ccdl/check/art15.html>



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Engaging in a course of annoying, aggressive, and/or distressing comment or conduct that is known or ought reasonably to be known to be unwelcome.⁶

⁶ Ibid.



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4. DEFINITIONS

Anti-Racism

Racism

Racism is a marriage of racist policies and racist ideas that produce and normalize racial inequities. One can express racism through the support of a racist policy and ideology, through hateful actions, or the expression of a racist idea.⁷

Anti-Racism

To be anti-racist is to support an antiracist policy and ideology through actions or the expression of an antiracist idea⁸. Anti-racism is an action, to be anti-racist is to make the commit over and over again to uphold tenets and practices of equality, justice, and peace — it is work that is never finished.

BIPOC

An acronym that stands for Black, Indigenous, and People of Colour. Each of these groups is diverse, complex, and distinct. This term is often used to highlight the experiences non-white individuals face including racism and ethnicity-based discrimination. It is important to recognize that though some experiences are shared, the racism and prejudice experienced by persons of each group, e.g a Black Canadian, a Cree Canadian, and a Colombian or Chinese Canadian, will all be vastly different.

Indigenous

⁷ Ibid.

⁸ Definition from Kendi, Ibram X. 2019. *How to Be an Antiracist*. First edition. New York: One World.



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In this policy, the term Indigenous refers to the original peoples of North America (Turtle Island) who are constitutionally recognized as the First Nations, Métis, and Inuit Peoples. These groups have heterogeneous traditions, belief systems, histories, and language practices.⁹

Reconciliation

The movement of reconciliation, brought in by the 2008 Truth and Reconciliation Commission of Canada, aims to rebuild and create relations between settled and Indigenous peoples, founded on respect for human rights and Indigenous Peoples' sovereignty.¹⁰

Inclusion of 2SLGBTQQIA

2SLGBTQQIA

Refers to individuals of Two-Spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, as is the terminology supported by the Government of Canada. However, 2SLGBTQQIA is not limited to the identities that are listed.¹¹

⁹ Definition adapted from Truth and Reconciliation Commission. 2015. "Honouring the Truth, Reconciling for the Future Summary of the Final Report of the Truth and Reconciliation Commission of Canada". *Executive Summary of the Truth and Reconciliation Commission*. pg 17.

http://www.trc.ca/assets/pdf/Honouring_the_Truth_Reconciling_for_the_Future_July_23_2015.pdf

¹⁰ Definition adapted from quote by Justice Marion Buller in Talaga, Tanya. 2020. "Reconciliation isn't dead. It never truly existed." *The Globe and Mail*.

<https://www.theglobeandmail.com/opinion/article-reconciliation-isnt-dead-it-never-truly-existed/>

¹¹ Definition adapted from National Inquiry into Missing and Murdered Indigenous Women and Girls. 2018. "Lexicon of Terminology/Lexique terminologique." *National Inquiry into Missing and Murdered*. pg 3.

https://www.mmiwg-ffada.ca/wp-content/uploads/2018/02/NIMMIWG_Lexicon_ENFR-1.pdf



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Gender Identity

An individual's internal view of their gender. Their innermost sense of themselves as a gendered being and/or as masculine, feminine, androgynous, etc. This will often influence name and pronoun preference, etc.¹²

Gender expression

How a person expresses their gender identity, typically through their appearance, dress, and behaviour.¹³

Homophobia and Transphobia

The dislike or prejudice, including negative beliefs and stereotypes, against people who identify or are perceived as lesbian, gay, bisexual, pansexual, or queer. Similarly, transphobia is the dislike or prejudice, including negative beliefs and stereotypes, against people who identify or are perceived as transgender.¹⁴

Sexual Orientation

A person's identity concerning the gender or genders to which they are sexually attracted.

Romantic Orientation

¹² Definition adapted from Ontario Human Rights Commission. 2021. "Gender identity and gender expression." *Ontario Human Rights Commission: Policy on preventing discrimination because of gender identity and gender expression*.

<http://www.ohrc.on.ca/en/policy-preventing-discrimination-because-gender-identity-and-gender-expression/3-gender-identity-and-gender-expression#:~:text=Gender%20expression%20is%20how%20a,common%20ways%20of%20expressing%20gender>.

¹³ Ibid.

¹⁴ Definition adapted from Pennsylvania College of Technology. 2021. "Homophobia, Biphobia, & Transphobia." *Pennsylvania College of Technology*.

<https://www.pct.edu/campus-life/student-activities/glb-services/homophobia-biphobia-transphobia>



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Describes an individual's pattern of romantic attraction based on a person's gender(s) regardless of one's sexual orientation.¹⁵

Accessibility

Accessibility

Creating communities, workplaces, and services that enable everyone, including people with physical, cognitive, and intellectual disabilities, to participate fully in society without barriers.

Disability

A disability may be the result of combinations of impairments and environmental barriers, such as attitudinal barriers, inaccessible information, an inaccessible built environment, or other barriers that affect people's full participation in society.¹⁶

Invisible Disability

An invisible disability or (hidden disability) is a disability that does not manifest an outward appearance. Such disabilities include but are not limited to Attention Deficit Hyperactivity Disorder (ADHD), Diabetes, Anxiety, Depression, Bipolar disorder, Autism, Dyslexia, OCD, Multiple Sclerosis, Diabetes, Fibromyalgia, Lyme Disease, and Lupus.¹⁷

¹⁵ Definition from UNC Chapel Hill. 2021. "Asexuality, Attraction, and Romantic Orientation." *LGBT Center UNC Chapel Hill*. <https://lgbtq.unc.edu/resources/exploring-identities/asexuality-attraction-and-romantic-orientation/>

¹⁶ Definition from Ontario Human Rights Commission. 2021. "What is Disability?." *Ontario Human Rights Commission: Policy on ableism and discrimination based on disability*.

<http://www.ohrc.on.ca/en/policy-ableism-and-discrimination-based-disability/2-what-disability>

¹⁷ Definition adapted from Accessibility.com. 2021. "Invisible Disabilities." *Accessibility.com*.

<https://www.accessibility.com/disabilities/invisible-disabilities#:~:text=Matters%20Video%20Interviews-,Invisible%20Disabilities,%2C%20impairments%2C%20or%20medical%20conditions.>



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Sexism

Gender-Based Violence

Gender-based violence refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power, and harmful norms.¹⁸

Feminism

Feminism is the belief in the political, economic, and social equality of the sexes and is often used to refer to a variety of social and political movements.¹⁹

Patriarchy

Patriarchy is a social system in which men hold primary power and dominate in the societal roles including, but not limited to, political leadership, moral authority, social privilege and property control. Patriarchy is an ideology

Sexism

Sexism is prejudice or discrimination based on one's sex or gender.²⁰

Sexual Misconduct

The spectrum of sexual misconduct conceptually represents the range of attitudes, beliefs, and actions that contribute to a toxic work environment. These violations are not criminal but are inappropriate, unsolicited, and disrespectful and can include, but are not

¹⁸ Definition from UN Refugee Agency. 2021. "Gender-based Violence." *UNHCR*. <https://www.unhcr.org/gender-based-violence.html>

¹⁹ Brunell, Laura and Burkett, Elinor. 2021. "Feminism." *Encyclopedia Britannica*. <https://www.britannica.com/topic/feminism>.

²⁰ Masequesmay, G. 2020. "Sexism." *Encyclopedia Britannica*. <https://www.britannica.com/topic/sexism>.



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limited to, sexualized language, inappropriate use of social media, and pressure to participate in sexual activity.²¹

Sexual Harassment

Sexual harassment is a form of harassment defined as any unwelcome, unsolicited conduct of a sexual nature. Sexual harassment can pertain to verbal and physical transgressions and often involves hostility, rejection, and/or bullying of a sexual nature.²²

Sexual Assault

Any unwanted sexual act done to another person or sexual activity without one person's consent or voluntary agreement.²³

Religious and Spiritual Beliefs

Freedom of Religion and Spirituality

The right to practice, maintain, or change one's religious and/or spiritual beliefs. Beliefs, practices, and professions of faith may be shared in public or in private and/or individually or with others.²⁴

²¹ Definition from Government of Canada. 2021. "Chapter 2 - Understanding of Sexual Misconduct." *The Operation HONOUR Manual*.

<https://www.canada.ca/en/department-national-defence/services/benefits-military/conflict-misconduct/operation-honour/orders-policies-directives/operation-honour-manual/understanding-of-sexual-misconduct.html>

²² Definition from Ontario Human Rights Commission. 2021. "Identifying sexual harassment." *Ontario Human Rights Commission: Policy on preventing sexual and gender-based harassment*.

<http://www.ohrc.on.ca/en/policy-preventing-sexual-and-gender-based-harassment/2-identifying-sexual-harassment>

²³ Definition from Department of Justice via University of Lethbridge. "Sexual Violence." *University of Lethbridge*.

https://www.uleth.ca/sites/default/files/2018/07/the_criminal_code_of_canada_and_sexual_assault.pdf

²⁴ Definition adapted from Department of Justice. 2021. "Section 2(a) – Freedom of religion." *Government of Canada*. <https://www.justice.gc.ca/eng/csjsjc/rfc-dlc/ccrf-ccd1/check/art2a.html>



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5. APPLICATION OF POLICY

- 5.1 This policy applies to all members of the Ukrainian Canadian Students' Union and is subject to further adjustments.

6. ANTI-OPPRESSION AND EQUITY

6.1 Anti-Racism

a. Mandate

This policy sets SUSK's position against racism.

1. SUSK stands with Black, Indigenous, and People of Colour (BIPOC) in Canada and around the globe who experience racial and ethnic motivated discrimination as well as systemic racism.
2. SUSK acknowledges that racism, prejudice, and discrimination exist in the Ukrainian Canadian community.
3. SUSK condemns and has zero tolerance for discriminatory speech, harassment, or related actions.
4. SUSK commits to listening, learning, and working from and with BIPOC youth groups, communities, and individuals.
5. SUSK resolves to implement strategies and initiatives to assist in dismantling systemic inequalities where possible and applicable.
6. SUSK acknowledges the various Peoples of African descent who were forcibly displaced through the Transatlantic Slave Trade, violently removed from their homelands, falsely named as chattel, enslaved, and made to work across the Americas, including on the land we know today as Canada.
7. SUSK recognizes that Indigenous Peoples (First Nations, Métis, and Inuit) are the contemporary stewards of the land and vital contributors to our society. We understand that reconciliation and rebuilding are only possible with respect and that these processes are neither comfortable nor



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convenient.

8. SUSK supports the Calls to Action set forth by the Ukrainian Anti-Racist Committee on May 15, 2021, as noted in Appendix 1.
9. SUSK recognizes and supports Ukrainian individuals' rights to claim additional and interconnected ethnic identities.

6.2 Inclusion of 2SLGBTQQIA

a. Mandate

This policy sets SUSK's position on the inclusion of 2SLGBTQQIA.

1. SUSK condemns all discrimination based on sexual and romantic orientation.
2. SUSK condemns all discrimination based on gender identity.
3. SUSK supports the membership of all individuals within the organization regardless of gender identity, gender expression, romantic orientation, and sexual orientation.
4. SUSK supports the equal opportunity of 2SLGBTQQIA individuals to hold positions within the SUSK Board of Directors.
5. SUSK supports the rights of its members to use their chosen name, self-identified gender, and pronouns on both SUSK and Ukrainian Student Organization (USO) forms.
6. SUSK condemns homophobic, transphobic, and gender-based violence.

6.3 Accessibility

a. Mandate

This policy sets SUSK's position on the inclusion of persons with disabilities.

1. SUSK adheres to the Accessible Canada Act²⁵ that was written into law on July 11, 2019.

²⁵ SC 2019, c 10



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2. SUSK will create a barrier-free environment for all people and will not tolerate discrimination against persons with disabilities.
 - a. A barrier-free environment includes, but is not limited to; ensuring multiple forms of access in virtual and physical settings, where applicable such as elevators, and accessible access for people with assistive mobile devices, closed captions, and/or interpreter options, etc.
3. SUSK will not discriminate against any volunteer or member of the organization that has an accessibility need or invisible disability.
4. SUSK respects the choices and commitments members of the organization make to serve themselves best.
5. SUSK will work towards reducing the stigma surrounding disability within the Ukrainian Canadian Community.

6.4 Sexism

a. Mandate

SUSK is committed to ensuring equity and access for all individuals who self-identify as women. SUSK supports feminism and the empowerment of all individuals who self-identify as women. This policy sets SUSK's position on the inclusion of all individuals who self-identify as women.

1. SUSK condemns all discrimination based on gender identity and expression.
2. SUSK supports the membership of all individuals who self-identify as women within the organization.
3. SUSK supports the equal opportunity of individuals who self-identify as women to hold positions within the SUSK Board of Directors and other leadership roles within the organization.
4. SUSK condemns sexism, sexual misconduct, harassment, and assault, and gender-based violence.



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5. SUSK condemns outdated gender roles that limit the inclusion and leadership of women and prioritize patriarchal ideologies.
6. SUSK supports:
 - a. The fundamental right of all individuals who self-identify as women to express themselves freely in whatever way they choose and to control their bodies.
 - b. Access to quality health services and counselling which meet the needs of individuals who self-identify as women and respect their sexual orientation.
 - c. The right to an environment free of sexual harassment

6.5 Religious and Spiritual Beliefs

a. Mandate

This policy sets SUSK's position on the acceptance of one's religious and spiritual beliefs.

1. SUSK commits to cultivating understanding and mutual acceptance of religious and spiritual diversity among the Board of Directors, Members at Large, Staff, and other individuals of the community, utilizing SUSK's resources.
2. SUSK recognizes the variety of religious and spiritual beliefs and advocates for the inclusion of said beliefs in SUSK's community. This includes, but is not limited to, celebrating various holidays, traditions, and honouring national days of commemoration.
3. SUSK does not tolerate hateful and harmful rhetoric and/or discrimination based on religious and spiritual beliefs. This includes, but is not limited to, anti-Semitism, Islamophobia, Hinduphobia, anti-Buddhism, and other xenophobic sentiments.



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7.0 Procedures for Reporting, Handling, and Addressing²⁶

7.1 Preamble

1. In line with the above policy, SUSK is committed to fostering and building safe, respectful environments free of discrimination and harassment.
2. The outlined information below does not override provincial or federal laws and does not prevent anyone from contacting appropriate provincial human rights authorities where and when violations occur.
3. SUSK recognizes the personal, confidential, and difficult nature when reporting harassment and/or discrimination and understands that it is difficult to be wrongly accused of misconduct. SUSK will keep all pertinent documentation and maintain confidentiality where possible except when required by law, for investigation, or for disciplinary and corrective measures.
4. This policy applies to SUSK interactions, events, and communications, including, but not limited to:
 - a. Board and Committee Meetings;
 - b. Congresses;
 - c. SUSK authorized events, e.g. workshops and guest speakers.

7.2 Examples

1. Instances to report claims of harassment, prejudice, or discrimination include, but are not limited to:
 - a. Verbal abuse;
 - b. Name-calling, slurs, derogatory comments or jokes;
 - c. Threats, intimidation, or physical force;

²⁶ Some wording borrowed from Ontario Human Rights Code, R.S.O. 1990, c. H.19.
<https://www.ontario.ca/laws/statute/90h19#BK2>



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- d. Circulating pornographic or explicitly discriminatory material;
 - e. Any form of physical assault;
 - f. Sexual assault and harassment such as unwanted leering, touching, patting, rubbing, or pinching.
2. Instances that are not considered harassment include, but are not limited to:
- a. An isolated inappropriate remark;
 - b. A mutually welcomed social relationship;
 - c. Social interactions based on respect and consent, without intimidation;
 - d. Mutually acceptable and consensual interactions, such as a hug;
 - e. Consensual, mutually acceptable flirtation.

7.3 Reporting and Addressing

If possible, a person who experiences discrimination or harassment should address the harasser(s) and request for the behaviour to halt. If the mistreatment continues or confrontation is not feasible, the individual should report the incident(s) to the President of SUSK as soon as possible. In the event of a complaint against the President, the individual should report the incident(s) to the National Vice President.

The individual will provide all pertinent information on the claim including the alleged discrimination or harassment, the harasser(s) name, location, date(s) and time(s), the factual information of the complaint, possible physical evidence, and names of possible witnesses. From this point, there are multiple forms of resolution; further steps will be taken which depend on what the situation demands.

7.4 Mediating

In the event that mediation, a process to resolve a complaint in a mutually agreeable manner, occurs a third, experienced party (Mediator) will be engaged to resolve. The



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mediator will obtain necessary documents, work to resolve the situation, and report back to the President of SUSK.

7.5 Investigating

In the event that an investigation is necessary and mediating is inadequate or inappropriate, a third, experienced party (Investigator) will be engaged to collect information relating to the allegation, including statements and evidence, and the findings of the claim will be submitted back to the SUSK President.

7.6 Disciplinary and Corrective Measures

If after investigation or mediation a respondent is found to have engaged in conduct that is harassing or discriminatory, immediate action will be taken. A Disciplinary Committee of Board members will be created to determine appropriate measures to the situation.

- a. Measures may include, but are not limited to:
 - i. A request written statement or apology;
 - ii. A reassignment of tasks;
 - iii. Suspension from SUSK for a set period;
 - iv. Expulsion from their position and/or the organization;
 - v. Action deemed appropriate to the circumstances.

8.0 Review

This policy will be reviewed as frequently as deemed necessary by the Board of Directors and/or the Membership of SUSK. SUSK maintains the executive and exclusive right to amend the above policy.



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Appendix 9.1

Ukrainian Anti-Racist Community Calls to Action, as published on their [website](#), dated May 15, 2021.

WE CALL ON ALL PEOPLE OF GOOD WILL:

1. To hold community institutions: schools, youth organizations, religious communities, media outlets, businesses, and cultural establishments accountable to the principles of racial justice.
2. To stop dismissing others' experiences of present-day oppression on account of oppression in Ukraine. While we may claim understanding and empathy, we cannot claim having lived the same experience. Nor are we to belittle the suffering of others.
3. To study the role of North American immigrant groups, including our own, in settler colonialism, slavery, westward expansion, Jim Crow, mass incarceration, over-policing, and segregation.
4. To become prudent consumers of news media, especially to become aware of the issues affecting our immediate neighbors and surroundings, not only news from Ukraine.
5. To shop at Black-owned businesses and support local Black-run economic initiatives.
6. To establish meaningful personal relationships with non-white neighbors, relatives, colleagues, etc.

WE CALL ON ALL COMMUNITY INSTITUTIONS:

1. To conduct internal audits to see if their services, support, and membership are extended to non-ethnic Ukrainians or people of mixed heritage.



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2. To implement diversity, equity, and inclusion training, to better serve non-white members of Ukrainian communities, non-white employees, and neighbors.
3. To institute policies that hold members, employees, students, etc., who use racist terms or spread hateful ideologies in any language accountable, and to provide spaces and opportunities for learning ways in which racism is harmful.
4. To make open public calls for reconciliation with the communities displaced by the construction of Ukrainian community buildings, whether it be through the displacing processes of settler colonialism or gentrification. Likewise, Ukrainian-owned buildings that remain in areas of divestment and white flight should be opened to local community groups for events and social services.
5. To remove racial or ethnic stereotypes in publications, whether positive or negative, or to provide context for historical expressions of these biases. Likewise, to henceforth publish materials and presentations that examine the presence of various ethnic groups and races in Ukraine.
6. To eliminate artistic presentations that reinforce negative stereotypes. We ask that organizations prioritize sensitivity in their representations of societally, historically marginalized groups, and reject the use of blackface and similar caricatures outright.
7. To divest retirement funds, life insurance policies, and other funds from private military contractors, small arms manufacturers, and other companies that depend on mass incarceration and prison labor.

The above demands represent concrete and actionable steps Ukrainian communities can take to fight racism and foster greater understanding and solidarity.



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Appendix 9.2

ACCESSIBILITY POLICY IMPLEMENTATION

SUSK recognizes that change takes time, energy, and commitment. Our organization commits to reenvisioning the norms of our ableist society. The points below outline our goals for overcoming barriers and increasing accessibility related to media, publishing, and physical event spaces:

Accessibility Aims²⁷

1. Provide accessibility forms for events and information relating to general access needs, including physical event accessibility (e.g. relation to public transit, assistive mobility device access, and scent-free spaces) and individual accommodations, including offering live zoom captioning, description, and/or interpretation.
2. Include image or text descriptions on social media posts and capitalized hashtags for screen-readers.
3. Include captions on published SUSK videos to assist those who are d/Deaf, Hard of Hearing, or have English and/or Ukrainian as a Second Language.
4. Include content warnings before publishing sensitive content.

²⁷ List developed with reference to Disability Intersectionality Summit. 2021. "Places to Start." *Disability Intersectionality Summit*. <https://www.disabilityintersectionalitysummit.com/places-to-start>



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Appendix 9.3

SUSK's Organizational Objectives

1. To uphold and promote the Ukrainian language
2. To organize and represent member organizations and associates of the Ukrainian Canadian Students' Union
3. To promote Ukrainian and Ukrainian-Canadian studies
4. To raise awareness about Ukrainian and Ukrainian-Canadian culture
5. To provide a structure for inter-group relations
6. To foster cooperation and understanding among Ukrainian-Canadian students' member organizations, associates, as well as non-members
7. To participate in and encourage the development of the Ukrainian-Canadian community, which abides by the rule of law, as well as democratic and humanitarian principles
8. To educate and inform members and nonmembers about issues relevant to the Ukrainian-Canadian community
9. To coordinate and initiate activities to promote Ukrainian culture
10. To organize conferences, tours, ethnic events, study groups and exhibits that further the objectives of the Ukrainian Canadian Students' Union