**UNIVERSITY OF TORONTO
STUDENTS' UNION**

Equity Action Plan

Instructions: Use the questions below to consider how your work can incorporate and integrate principles of equity. Identify opportunities to consider equity in your work, and use the action plan template provided to create a plan for *how* this particular aspect of equity will be integrated into the work. You may use the following document for reference: Equity, Diversity and Inclusion Policy

Integrating Equity: Questions to Consider

1. Does this project/ area of work impact people from different communities?

2. Are the people/communities who are impacted by this work involved in making decisions about the work?

3. Is there an opportunity to explicitly consider the impacts of this project on marginalized communities?

4. Can people from marginalized communities be empowered to initiate their own projects and groups within the scope of this work?

5. Have the people who are leading in this work been provided relevant and adequate support, materials, and space within the organization?

6. Have the people who are delivering this work been trained to support, and advocate for people from marginalized communities?

7. Is there a potential for this work to reinforce stereotypes, biases, or do harm to marginalized communities?

8. Are there opportunities to develop formal and/or informal partnerships with organizations, grassroot groups, or communities that work with or represent the communities we intend to serve?

9. Have we reviewed the language utilized throughout the project to ensure it is inclusive?

10. Will we be evaluating/ reflecting on our work to ensure accountability and create opportunities for continuous learning and growth?

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Description of Project:	Deliver equity training to UTSU staff		
Who will be involved:	VP Equity, Exec Comm, Manager P&C, Staff team		
Area of focus	**Goal(s)**	**Actions/Mitigations**	**Person Responsible**
Are the people/communities who are impacted by this work involved in making decisions about the work	Consultation to ensure that topic is well informed and addresses community priorities	Town hall Send the material to key stakeholders Review / research to see best practices	Reva & Yara