

Queen's University
Department of Geological Sciences and Geological Engineering
Indigenization-Equity, Diversity, Inclusion, Anti-Racism, and
Accessibility (I-EDIAA) Committee

Land Acknowledgement

The Department of Geological Sciences and Geological Engineering is located on the traditional lands of the Haudenosaunee Confederacy and Anishinabek Nation. We are grateful to live and work as uninvited guests on this land.

As we study the history and evolution of the Earth, we must reconcile with the history of early geological endeavors, which formed the backbone to removal of native people from their land and exploitation of resources. The early geological surveys and mapping of landforms resulted in “interpretations written alongside recommendations for resource development and Native American removal”¹ and allowed for governments to move into indigenous territories more easily, leading to land dispossession. We are dedicated to facing our discipline’s past, which has been often rooted in exploitation and racism and anti-indigenous practices, and we will work to make change in our community for the future.

Introduction

The Department of Geological Sciences and Geological Engineering (GSGE) at Queen’s University offers undergraduate and graduate programs in the Faculty of Arts and Science (FAS) and the Faculty of Engineering and Applied Science (FEAS). The mission of the GSGE Department is to deliver outstanding experiential learning, fostering globally recognized research in Earth Science and related disciplines, and to advance evidence-based solutions to address challenges in the field of Earth Science and Engineering. To fully realize our mission, we must evaluate how our past and current practices have harmed or excluded equity-deserving groups and how we can work to create a more equitable, diverse, and inclusive community. The Indigenization²-Equity, Diversity, Inclusion, Anti-Racism, and Accessibility (I-EDIAA) Committee³ was created in 2020 to investigate systems of oppression in the GSGE Department and will continue to identify and implement I-EDIAA initiatives as they relate to teaching, learning, research, and all other operations of the GSGE Department.

¹ From ‘The Darker Side of John Wesley Powell’ written by Tamara Pico (<https://urgeo.org/wp-content/uploads/sites/33/2021/02/The-Darker-Side-of-John-Wesley-Powell-Scientific-American-Blog-Network.pdf>)

² Here, we use the term ‘Indigenization’ rather than ‘Indigeneity’ based on the descriptions of these terms provided by the Office of Indigenous Initiatives at Queen’s University. More information on terminology can be found at: <https://www.queensu.ca/indigenous/decolonizing-and-indigenizing/defintions>

³ The acronym I-EDIAA is used for the reasons outlined by the Human Rights and Equity Office at Queen’s University (<https://www.queensu.ca/hreo/i-ediaa-announcement>)

Mandate of the I-EDIAA Committee:

1. Establish recommended I-EDIAA goals for the Department by drawing from reports from the Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI) and the Yakwanastahentéha Aankenjigemi Extending the Rafters Report. Examine and revise goals as necessary.
2. Review progress towards achieving GSGE's I-EDIAA goals on an ongoing basis;
3. Review and revise current policies to better support I-EDIAA principles;
4. Provide guidance and recommendations to Department leadership on I-EDIAA initiatives that should be implemented;
5. Provide a written annual report to the GSGE Department in April each year. The report will outline the work of the committee, the Department's progress on I-EDIAA initiatives, and future recommendations.

Membership:

The EDII committee consists of:

- 1 faculty co-chair – faculty member, elected by committee from faculty representatives
- 1 student co-chair – elected by the committee from graduate or undergraduate student representatives
- 3 or more faculty representatives – elected by department
- 2 graduate student representatives - elected by graduate student council
- 2 undergraduate student representatives - elected by undergraduate student council
- 1 staff member

Terms of membership:

Faculty and student representatives will serve a 1-year term commencing on September 1. Faculty and student representatives may serve multiple consecutive terms. The faculty co-chair will serve a 2-year term. The student co-chair will serve a 1 semester term.

EDII Committee members should:

- Have an interest in and/or some knowledge of diversity, equity, inclusion, and indigenization;
- Attend a majority of the meetings and actively contribute to committee initiatives

Responsibilities:

Responsibilities of the co-chairs:

- Ensure that the committee's mandate is being fulfilled
- Schedule meetings and create meeting agendas
- Follow-up on action items from meetings
- Facilitate meetings
- The faculty co-chair will participate in FAS EDII Council
- Report on activities of committee at GSGE Faculty meetings
- Draft annual report in collaboration with other committee members to post to GSGE website before end of April of each year.

Responsibilities of Faculty Representatives:

- Actively participate in discussions
- Volunteer as needed to support committee work including drafting documents, developing resources, and gathering information.

Responsibilities of Student Representatives:

- Actively participate in discussions
- Act as liaison between EDII committee and undergraduate and graduate student organizations within the GSGE department
- Volunteer as needed to support committee work including drafting documents, developing resources, and gathering information.
- Act as an I-EDIAA role model within classes and other aspects of student life

I-EDIAA Committee Meeting Frequency and Process:

The I-EDIAA Committee will meet at least 6 times per year, including at least 1 meeting during the summer term. The chair will set the meeting calendar in September.

The I-EDIAA Committee will hold an open meeting policy. Any members of the GSGE community are welcome to attend our meetings and contribute to our work. Only elected faculty, graduate, and undergraduate representatives will hold voting power. All committee members will have one vote. A quorum will consist of at least 5 members of the committee, in person or online. The committee may choose to hold closed meetings when necessary to discuss or vote on sensitive issues.

This document was passed by the I-EDIAA Committee on December 15, 2023