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MEMORANDUM OF UNDERSTANDING

This document (the "MOU") is entered into on March 26th, 2021, between

THE UNIVERSITY OF SASKATCHEWAN STUDENTS' UNION
and

THE UNIVERSITY OF SASKATCHEWAN
March 26th, 2021

Definitions and Preamble

The University of Saskatchewan Students' Union (USSU) and the University of Saskatchewan (USask) will work together in a coordinated way to dismantle institutional structures, policies and processes that contribute to inequalities faced by marginalized groups. This involves challenging oppressive and systemic racism at all levels across USask campuses as it affects our greater community.

Both parties understand the deeply rooted and colonial history of Canada and further understand that intentional and direct affirmative action needs to be taken. Education is a significant component in dismantling and critiquing racism and oppression, and the systems, structures, belief systems, values and attitudes in which it is rooted. These actions will require students, staff, faculty, and senior leadership to work together in collaboration to ensure that we are realizing a meaningfully inclusive, equitable, and safe working and learning environment. This involves proactively assessing and solving issues and providing a safe reporting mechanism for anyone experiencing racism.

Article 1: Purpose and Principles

The purpose of this MOU is to define ways in which the USSU and USask can work together to dismantle racism and oppression within our USask community.

The essential principle is one of mutual respect through which concerted action can be taken without fear of retribution; as well as:

1. Pay careful attention and be responsive to on-campus dynamics that may positively influence or negatively suppress groups or individuals based on race.
2. Build strong and lasting relationships through any means possible.
3. Actively listen, learn, and set shared and achievable goals.

4. Work in collaboration by enacting nīkānītān manācihitowinihk (Cree), ni manachīhitoonaan (Michif), leading with respect (English).
5. Share leadership on initiatives related to anti-racism and oppression.
6. Conduct on-going assessment of outcomes and ensure continuity.
7. Take direct and appropriate action wherever possible without fear of retribution.

Article 2: Commitments of the USSU and USask

Article 2.1: Commitments of the University of Saskatchewan Students' Union

The USSU will:

1. Work within its mandate of serving and supporting undergraduate students by actively creating an environment within student union spaces, centres, and operations that ensure anti-racism, anti-oppression is an integral part of the Union's ethos.
2. Wherever practical and possible, provide employment for students that reflects the broader campus community.
3. Actively promote anti-racism, anti-oppression through its governing bodies, associate governing bodies, committees, and through the funding provided to campus groups and societies.
4. Work closely with support units within the portfolio of Teaching, Learning and Student Experience as well as the Office of Vice-Provost Indigenous Engagement, to develop, implement and promote anti-racism, anti-oppressive initiatives.
5. Allocate funding to groups and individuals with specific anti-racist, anti-oppressive programming and events. This funding will fall outside regular campus group grants.

Article 2.2: Commitments of the University of Saskatchewan

USask will:

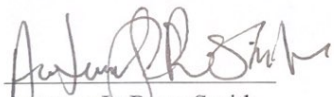
1. Identify anti-racism, anti-oppression training that is meaningful for our community and facilitate delivery of the training through credible and relevant means. Anti-racism/anti-oppression training will be mandatory for senior university leadership and related training will be encouraged for faculty and staff.
2. In collaboration with the Office of Vice-President Research, explore and provide research opportunities and partnerships that will provide insight into the current realities and future possibilities.
3. Explore opportunities to provide support for anti-racism, anti-oppressive initiatives organized by the USSU, student groups and individuals, including funding to be allocated by the USSU for such initiatives.
4. Create space for an undergraduate representative on the Anti-Racism, Anti-Oppression committee led by the Office of the Vice-Provost Indigenous Engagement to be filled or selected by the USSU.

Article 3: Reporting

The USSU and USask will conduct ongoing evaluations and assessments of outcomes to ensure continuity of anti-racism, anti-oppression work. Both parties will meet to collaboratively assess progress, remain informed of current research and campus initiatives, consider ways to report on retention activities for students, and explore possibilities for continued work.

Article 4: General

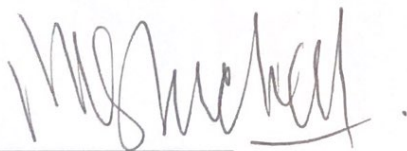
1. This MOU serves to define the means to enhance and encourage further joint engagements; however, the parties acknowledge and agree this MOU is not meant to create a binding legal relationship, enforceable rights or obligations between them, but rather it is the expectation of the parties that if any joint projects are pursued the parties, acting reasonably, shall negotiate and execute legally binding agreements with respect to the same that will set out the obligations and responsibilities of each.
2. The parties intend to contribute internal resources to complete the tasks set out in this MOU. The parties acknowledge and agree that any retention of third party consultants or the launch of any project requiring other resources, and associated cost sharing, shall be agreed to in writing in advance of any expenses being incurred.



Autumn LaRose-Smith

President

University of Saskatchewan Students' Union



Peter Stoicheff

President and vice-chancellor

University of Saskatchewan