

# PSAC 901

## Statement from PSAC 901 on Queen's Racist and Sexist Campus Culture

Queen's is no stranger to sexist and racist violence and harassment on campus, and statements like these have been written before. Much like the Principal's Statement after every individual incident that takes place, even we at PSAC 901 are compelled to write words of remorse and rage post-facto as a way of acknowledging the problematic culture we inhabit. However, unlike the Principal or Queen's administration writ large, PSAC 901's mandate is made by its working members and our stance is clear: no words of remorse and disappointment will suffice to repair the wrongs committed by campus members--these statements aren't a response to the problem but only a description of something structural and long-standing. We are also very clear in our standpoint regarding punitive policing of students as a response to incidents like that of Homecoming signboards -- hyper policing directly adds to a fear-based environment on campus, disproportionately affecting those who aren't protected by the police by design: these are Black, Indigenous, People of Colour and working-class members on campus.

PSAC 901 is currently in Bargaining, and some of our concrete demands directly address the complicitous racist and sexist infrastructure of Queen's campus. These are demands of a) mandatory Anti-Racist Training for Unit 1 Members of our campus (TA, RA, TF) who have a mediating role to play between the Faculty and the undergraduate student body---this demand, if addressed adequately, would directly help in creating an anti-oppressive classroom and campus environment b) Changes in the Sexual Harassment Response Policy: we have asked for removal of time-limits for filing sexual violence or harassment grievances, we have demanded that no member be penalized in their student or employment status as a result of work-related gender-based/sexual harassment or assault. We believe these demands, amongst others, have clear, actionable practices Queen's can adopt to show they really care about its campus members, that they value our work and our lives.

As already made clear in our Communiques about negotiations in Bargaining, Queen's response till now has been to stonewall all of these demands. They have made our bargaining team wait with their delayed tactics while incidents like Homecoming are blithely responded to after the fact in forms of statements and concerned emails. This contradiction: of showing remorse in statements and wound-collecting surveys but no concrete structural change/action, defines Queen's actual response to sexual-racial violence. This callous, uncaring indifference of Queen's is what we seek to redress in our Bargaining for a new collective agreement. We as graduate employees on campus are struggling in a precarious pandemic, and we do not have the time to spend on Queen's to change on its own terms. We believe only our rank and file members and members at large in Queen's, by supporting these demands for bargaining, can collectively push our university-workplace to stop making us wait and make way for real, concrete, actionable forms of justice. To this end, we invite Queen's membership to 901's [Rally #ValueOurWork](#) on 25th November.