

Aesculapian Society French Stream Inclusion Policy  
Presented to the Aesculapian Society Executive Council on March 5<sup>th</sup>, 2018

**Statement of purpose:** over the past few years, representation of the French stream on the Aesculapian Society Executive Council has been lower than what could reasonably be expected, given that students from the French stream make up approximately 30% of the student population. The Aesculapian Society should ensure that there are as few barriers as possible to the election of members of the French stream. In parallel, the business of the Aesculapian Society should be conducted in a way that maximizes the involvement of all of its members, including those in the French stream.

At the October 17<sup>th</sup>, 2017 meeting, members of the 2017-2018 executive council identified obstacles and made suggestions as to how French stream students could be better included in Aesculapian Society affairs. These proposals were gathered and presented here to facilitate future discussions around this issue. Each of these proposals can be considered independently and implemented/considered whenever necessary.

**Goals:**

- Have consistent proportional representation of French stream students on the Aesculapian Society Executive Council
- Allow for a better understanding and support of French stream issues on the Aesculapian Society

**Barriers:**

- Aesculapian Society meetings are only conducted in English, which is not the first language of many students in the French stream
- Some Aesculapian Society documents (i.e. constitution, terms of reference) are only available in English
- The French stream includes fewer students, meaning French stream candidates are usually at a disadvantage when running for an Aesculapian Society position as they interact with fewer colleagues on a regular basis

**Other considerations:**

- There is currently no way of tracking the number of Aesculapian Society council members from the French stream from year to year

**Proposals:**

- Before the election, current French stream members of Aesculapian Society could hold an information session and/or promote within the 1st year class, French stream
  - This could be easily implemented but would not necessarily have a significant impact
- Track the members of each Aesculapian Society council from year to year, including relevant information such as their stream or if they held an assistant position the year before

- This could also be easily implemented and would be helpful not only in regard to this issue, but in other instances as well
- When recruiting assistants, current Aesculapian Society members should make an effort to select and/or encourage members from French stream to apply
  - As assistants often run for a position on council the following year, recruiting members of the opposite stream (i.e. most likely an Aesculapian Society council member from the English stream recruiting an assistant from the French stream) would potentially increase the number of French stream students in the following year's council
- Require that some positions (i.e. beyond VP Admin) require adequate knowledge of both English and French
  - Given that many students in the French stream are bilingual, this would most probably increase French stream representation on council
  - This has been debated in the past (as far as the Aesculapian Society President position is concerned) and could be considered again in the future
  - What represents adequate knowledge of both languages would have to be defined

#### **Implementation:**

- The President and the VP Admin (in collaboration with other members of the Aesculapian Society if desired/needed) will, every year:
  - At a meeting before the election, inform the council about how the Aesculapian Society will ensure that French Stream students will be encouraged to participate in the upcoming election
  - At the meeting after the election, lead a discussion with council on any problems or perceived problems related to this issue that may have come up during the election and search, present and/or implement solutions
  - At all times, ensure that French stream students are represented on all committees and in relevant discussions