

## **Governance Plan for the approval of the institutional equity, diversity and inclusion action plan**

The development of the Institutional Equity, Diversity and Inclusion (EDI) action plan is being shared by the Offices of the Vice-President, Research and Graduate Studies (OVRGS) and the Provost and Vice-President, Academic Affairs (OPVPA). At Concordia, the OVRGS has oversight for the processes related to Canada Research Chairs while the OPVPA has oversight for the processes related to faculty hiring, both of which are implicated in the EDI action plan.

A working group with membership from both offices is responsible for drafting the action plan in compliance with the requirements detailed at [http://www.chairs-chaire.gc.ca/program-programme/equity-equite/action\\_plan-plan\\_action-eng.aspx](http://www.chairs-chaire.gc.ca/program-programme/equity-equite/action_plan-plan_action-eng.aspx). Of note is the key role the newly-hired Senior Lead, Equity and Diversity is playing in drafting the plan.

At Concordia, two committees related to research governance exist: the Senate Research Committee (SRC) and the University Research Committee (URC). The SRC has as main elements of its mandate making recommendations to Senate (the highest academic body) related to research development and support as well as recommendations on research-related policies. A main function of the URC is to oversee the procedures for the allocation, nomination, and renewal of research chairs in accordance with the *Policy on Research Chairs (VPRGS-7)*, which can be found here <http://www.concordia.ca/about/policies/sector.html#VPRGS>.

Given these critical roles in research governance generally, and SRC oversight more specifically, it was decided to present the draft EDI action plan to a joint meeting of the two committees on November 17. This will allow a wide range of input given the compositions of the committees, which come from all four Faculties and include current SRCs along with Concordia University Research Chairs. In addition, this will allow for the input of the associate deans of research, who play a critical role in evaluating SRC letters of intent through their roles as chairs of Faculty Research Committees.

Following the joint meeting, the draft action plan will be revised in accordance with the feedback received and will be submitted to a meeting of the Academic Cabinet. This meeting, chaired by the OPVPA, includes the VPRGS as well as the deans of the four Faculties and the dean of graduate studies. This will ensure that the deans are able to provide input and comments before a final version is proposed for approval. It is expected that this meeting will be held in late November (either the 22 or 29).

Following this input, a proposed final version of the EDI action plan will be presented to the SRC as the committee mandated with making recommendations to Senate. This meeting is currently scheduled for December 8. The plan will then be forwarded to Senate for final approval. Given current schedules, it is expected that this would be at the meeting of January 19, 2018.

### **Summary of approval timeline:**

November 17, 2017:	Joint meeting of URC and SRC
November 22 or 29, 2017:	Review by the Academic Cabinet
December 8, 2017:	Final review by SRC for recommendation to Senate
<i>December 15, 2017:</i>	<i>Draft plan posted on university website</i>
January 19, 2018:	Submission to Senate for final approval