

## **Strategy for raising awareness within the institution of its commitment to and the benefits of equity, diversity and inclusion within the CRCP and the broader research enterprise**

Concordia University is strongly committed to enhancing our capacity with respect to equity, diversity and inclusion. We are in the initial stages of developing a long-term strategic diversity plan, the process for which will include extended consultation with campus units, committees, governing bodies, legal experts, and university community members, in addition to working with off-campus partners. Therefore, we are proceeding with caution with respect to raising awareness of these developing plans. We recognize the importance of and place great value on transparency, therefore below we include some initial and potential phases in our strategy for raising awareness within the institution.

- Equity, Diversity, and Inclusion Statement
  - Development of equity, diversity, and inclusion statement for purposes of the CRC Program
    - Sharing equity, diversity, and inclusion statement draft with the requisite committees for approval
    - Convening a small group of stakeholders to revise the statement for the broader institution, e.g. Provost's Committee on Equity, Diversity, and Inclusion
    - Gathering feedback from the university community within a prescribed timeframe
    - Revision of statement by stakeholder committee
    - Hold a special event in which the statement is released, involving remarks from senior leadership and key units, and a discussion of future steps for equity and diversity at the institution, potentially including
      - Diversity data collection for faculty, students, and staff
      - Educational programs and training on EDI issues
      - Curricular considerations, e.g. diversity requirements and elective courses
      - Community networks
      - Community building funds
      - Award recognition programs for outstanding efforts in EDI
      - Diversity audits, climate surveys, and external reviews
      - Diversity capabilities / senior diversity leadership retreats
      - Development of a faculty recruitment handbook
      - Communication strategy and transparency
- Faculty Diversity Action Plans
  - Letters from the Provost to the Deans of each Faculty emphasizing the indispensable function diversity plays as an institutional priority in meeting the mission of the institution, and encouraging them to consult with the equity officer, and ultimately working with that officer / unit to develop diversity action plans for their faculty.

- Action plans would address
  - Reviewing results of past searches
  - Search committee training
  - Consultation with equity officer
  - Guidelines for search committee composition
  - Refining / developing evaluation tools which include diversity in the criteria
  - Strategies for creating broad pools of applicants
  - Guidelines for on-campus interviews
  - Retention strategies, including
    - mentoring and advising
    - dual-career considerations
    - ensuring visibility of women and underrepresented minorities
    - ensuring that women and minority instructors are respected by students
    - compensation for service focusing on equity and inclusion
    - nomination for awards
    - annual performance reviews
    - community resources
- In partnership with General Counsel, explore possibilities for creating a unit focusing on equity and diversity on campus
- Consultation with equity and diversity units across Canada for purposes of sharing best practices and partnering on key projects