

## **Background**

Following the public disclosure of sexual violence, harassment, and misconduct within the English Department, Concordia University established a Standing Committee on Sexual Misconduct and Sexual Violence. In March 2019, the Committee released its Climate Review of the English Department. One of the Review's recommendations was the establishment of a Climate Review Committee. The Departmental Climate Review Committee (DCRC) is the result of this recommendation.

## **Acknowledgement**

The DCRC recognizes that, through the brave actions of individuals, particularly students, coming forward, we are being given the opportunity to address these issues in order to improve the climate for our community members, including students, faculty, staff, and alumni.

## **About Us**

The DCRC includes six elected members from the English Department:

Danielle Bobker, Full-time Faculty  
Stephanie Bolster, Full-time Faculty  
Meredith Marty-Dugas, Undergraduate Student, reporting to CASE  
Alexandra Pasian, Part-time Faculty  
Nicola Sibthorpe, Graduate Student, reporting to SAGE  
Olivia Ward, Staff

As Chair of the English Department, Manish Sharma participates in our meetings, but does not hold an elected position on the DCRC.

Together, we represent the four disciplines within the department: literature, creative writing, professional writing, and composition.

While each of us has been working toward building a positive climate through research, classroom management, mentorship, policy development, and activism, we welcome the opportunity to collaborate with other members of the community.

The DCRC works through consensus-based decision making and role sharing. We support equal participation from committee members by demonstrating respect and building trust through conversation, transparency, and action. Our process is ongoing and will continue to evolve as we receive feedback and learn.

## **Mission Statement**

Our mission is to create policy and actions that support the development of a healthy, communication-driven environment. We prioritize the intellectual, creative, physical, and emotional well-being of our community and recognize that members experience different levels of risk.

Our goals include:

- Improving transparency with respect to awards and opportunities, community building projects, and complaint procedures.
- Developing guidelines that help foster positive academic, creative, and social environments.
- Implementing clear response systems, training, and resources for members of the department.
- Educating our community on complaint and reporting procedures at Concordia, including their limitations.
- Developing documents that are easily accessible in both print and online formats.
- Developing easily accessible resources.
- Consulting regularly with the community.
- Making procedures more effective for students and alumni.
- Demonstrating measurable improvements.
- Providing recommendations based on community conversations for the mandatory Climate Review to be conducted in 2021 by the University's Standing Committee on Sexual Violence.
- Lobbying for improved student counselling services care services at Concordia

### **Community Involvement**

Community involvement is essential for the success of the climate review and transformation process. We are committed to providing clear methods of communication that will allow students, faculty, staff, and alumni to participate with us.

To encourage feedback on procedures and documents related to the committee's mission, we will be offering a variety of modes of communication, including email, social media engagement, and events.

All community members are welcome to contribute to this process.