

Governance Plan for the approval of the Concordia Equity, Diversity and Inclusion (EDI) Action Plan for the Canada Research Chairs (CRC) Program

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 (OVPRGS) and the Provost and Vice-President, Academic (OPVPA). At Concordia, the OVPRGS 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 was 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. Of note is the key role the 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#VPRSG>.

Given these critical roles in research governance generally, and CRC oversight more specifically, the draft EDI action plan was presented to a joint meeting of the two committees in November 2017. This allowed for a wide range of input to be provided given the compositions of the committees, which come from all four Faculties and include current CRCs along with Concordia University Research Chairs. In addition, this allowed for the input of the associate deans of research, who play a critical role in evaluating CRC letters of intent through their roles as chairs of Faculty Research Committees.

Following the joint meeting, the draft action plan was revised in accordance with the feedback received and was submitted to a meeting of the Academic Cabinet. This meeting, chaired by the PVPA, includes the VPRGS as well as the deans of the four Faculties and the dean of graduate studies. This ensured that the deans were able to provide input and comments before a final version was proposed for approval.

Following this input, the proposed final version of the EDI action plan was presented to the SRC as the committee mandated with making recommendations to Senate. This took place in December 2017. The Action Plan was then forwarded to Senate for final approval, which happened on January 19, 2018.

Summary of approval timeline:

November 2017:	Joint meeting of URC and SRC Review by the Academic Cabinet
December 2017:	Final review by SRC for recommendation to Senate Draft plan posted on university website
January 19, 2018:	Final approval by Senate