

**Queen's University**  
**Department of Geography and Planning**  
**Equity, Diversity, Inclusion, Indigenization and Accountability Committee**  
**(EDIIA Committee)**

**Land Acknowledgement:**

Geography and Planning have been referred to as the sciences of European imperialism and colonialism (Driver, 1992; Njoh, 2009), supporting Settler Colonialism across Turtle Island,<sup>1</sup> the processes and structures of which are ongoing even today. The land that Queen's University, a colonially-established institution itself, is situated on the traditional territories of the Anishinaabe and Haudenosaunee peoples. These Indigenous peoples were the first and original inhabitants of this land, and they are still here today. How the disciplines of Geography and Planning continue to enact certain practices and ways of knowing is part of our collective obligation as a Department to examine our responsibilities to this land and the Anishinaabe and Haudenosaunee peoples who have stewarded it since time immemorial. These responsibilities include and extend beyond our Department's physical spaces to the places where we conduct our human and physical geographical research as well as our planning practice. Each of us should consider and act on our responsibilities, as geographers, planners, and human beings, to the land upon which we now live, work, learn, and play.

**The Global, University, and the Departmental context:**

- Academic institutions across the world are examining their own roles in perpetuating structural racism and colonialism.
- At Queen's University, the 2017 *Principal's Implementation Committee on Racism, Diversity, and Inclusion Report (PICRDI)* and the *Yakwanastahentéha Aankenjigemi Extending the Rafters: Truth and Reconciliation Commission Task Force Final Reports* lay out the long-term and ongoing work needed across the university in light of ongoing anti-Black, anti-Indigenous, and anti-Asian racism, Islamophobia, homophobia, transphobia, xenophobia, misogyny, stigma of mental health issues, anti-Semitism, ableism and ableist discourses on campus.
- In our Department there is growing awareness of unaddressed problems 'at home' and the need for a mechanism (this committee) to discuss and address these problems.

**Purpose of the EDIIA Committee:**

The purpose of the Equity, Diversity, Inclusion, Indigenization<sup>2</sup>, and Accountability (EDIIA) Committee in the Department of Geography and Planning is to cultivate an inclusive

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<sup>1</sup> We use this term in solidarity with Anishinaabe, Haudenosaunee and other Indigenous peoples who use this name for the land commonly known as North America.

<sup>2</sup> 'Indigenization' is used to describe the committee rather than 'Indigeneity' based on the description of these concepts by the Queen's University Office of Indigenous Initiatives. They describe Indigenization "as the re-doing or reaffirming of education to include Indigenous ways of knowing, thinking, feeling and being. It involves elevating the voices of Indigenous peoples, elevating traditional, and cultural knowledge, and intentional inclusion of Indigenous ways of teaching and

community; create welcoming spaces for working, learning, and socializing for all students, faculty, and staff; ensure equitable and inclusive policies, processes, curricula, and events; support marketing, recruitment, and retention initiatives that enhance a diverse teaching and learning community in the Department; and to routinely monitor, evaluate, and report on our collective progress on these objectives. To this end, the EDIIA Committee will lead and promote departmental engagement with university-wide and community-oriented projects aimed at addressing the impacts of anti-Black, anti-Indigenous, and anti-Asian racism, Islamophobia, homophobia, transphobia, xenophobia, misogyny, stigma of mental health issues, anti-Semitism, ageism and ableism in producing and reproducing injustices and inequalities. The Committee approaches equity, diversity, inclusion, and Indigenization as social justice issues that must be addressed within the Department as a whole, and as such, is not work that ought to be limited to the EDIIA committee alone. By working synergistically with existing departmental committees, the EDIIA Committee will be positioned to surface social justice issues in the work of all departmental committees and hold the Department accountable for its commitment to EDII.

#### **Mandate of the EDIIA Committee:**

1. Establish EDIIA goals for the Department by drawing from the *Principal's Implementation Committee on Racism, Diversity, and Inclusion PICRDI* and the *Yakwanastahentéha Aankenijigemi/Extending the Rafters Reports*, the *Queen's Academic Plan* and *Strategic Framework*, and the *Diversity Equity and Inclusion Planning Tool* (DEAP);
2. Routinely monitor and report on the Department's progress towards meeting EDIIA goals, and make these reports publicly available on the Department's website;
3. Support the work of other Department committees to ensure that issues of equity, diversity, inclusion, and Indigeneity are not ignored and are effectively addressed across the Department;
4. Promote an aware and inclusive culture within the Department by generating relevant workshops, seminars, and discussions on EDIIA;
5. Inform the Department about training available for students, faculty, and staff on EDIIA issues and ensure department members are aware of other relevant resources and offices available to them;
6. Promote and lead departmental engagement with initiatives promoting issues of EDIIA on the university campus and in the wider community;
7. Support the Head in communicating the Department's support and action for individuals and communities who experience exclusion, discrimination or hate;
8. Support further recognition and debate about the wide, complex and varied impacts of ongoing anti-Black, anti-Indigenous, and anti-Asian racism, Islamophobia, homophobia, transphobia, xenophobia, misogyny, stigma of mental health issues, anti-Semitism, ageism and ableism in producing and reproducing injustices and inequalities at Queen's and in our Department; and
9. Ensure the alignment of departmental principles and guidelines with those adopted by the Canadian Institute of Planners and the Ontario Professional Planners Institute for planning professionals.

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learning to form and create pedagogical approaches." See:  
<https://www.queensu.ca/indigenous/decolonizing-and-indigenizing>

**EDIIA Committee Composition:**

Faculty representation on the Committee will be determined by the Head, based on the usual system of committee preference rankings. In the event that more faculty express interest than positions available, the Head must make every effort to meet or exceed the departmental equity targets identified in the Human Rights and Equity Office DEAP tool. The committee will be led by Co-Chairs: one Faculty member and one Graduate Student. The Co-Chairs will be nominated from within the Committee. No Committee member shall serve for more than three consecutive one-year terms.

The Committee will be comprised of 8 members:

- Three faculty (one from each unit).
- Three grad students (one from each unit).
- Two undergraduate students.

Staff are invited to participate on a voluntary and compensated basis.

**EDIIA Committee Terms:**

Committee members will serve one-year terms. The Faculty Rep Co-Chair will serve a two-year term and must be appointed from those who have already served on the committee in order to ensure continuity given the long-term nature of the committee's work. Faculty representatives will be appointed by the Department Executive Committee. Student representatives will be elected by their respective student organizations.

EDIIA Committee members should:

- have an interest in and/or some knowledge of diversity, equity, inclusion and Indigenization;
- be available to listen to students, staff, and faculty members in the Department who have ideas, concerns or suggestions, and bring this information forward to the committee; and,
- attend a majority of meetings and actively contribute to decisions and actions.

**EDIIA Committee Meeting Frequency and Process:**

The EDIIA Committee will meet at least six times per year. The Co-Chairs will set the meeting calendar in September.

All meetings will begin with a territorial acknowledgement, followed by review of the agenda, approval of previous minutes, and call for additional agenda items or new business.

Robert's Rules of Order will apply with a note that when there is discussion on an Item, the discussion will take place in Circle format. This ensures that everyone has an opportunity to speak on an item before the Co-Chairs move to the next speaker. If a committee member

wishes to pass, they may do so. Once everyone has had a chance to comment on the item, the Co-Chairs may ask for final comments before calling for a decision.

EDIIA meetings shall be open to the entire department. However, only committee members will be eligible to vote on committee items. A quorum of five committee members is needed for each meeting.

### **Citations**

Driver, F. (1992). Geography's Empire: Histories of Geographical Knowledge. *Environment and Planning D: Society and Space*, 10(1), 23–40.

Njoh, A. J. (2009). Urban planning as a tool of power and social control in colonial Africa. *Planning Perspectives*, 24(3), 301–317.