



## **MEMORANDUM**

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### **Office of the Provost and Vice-Principal (Academic)**

**From:** Teri Shearer, Interim Provost and Vice-Principal (Academic)

**Date:** January 24, 2023

**Subject:** PICRDI University Response

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The Principal's Implementation Committee on Racism, Diversity, and Inclusion (PICRDI) was established in 2016 to help foster a campus that is welcoming, respectful, and reflective of diverse identities. The committee was also tasked with reviewing the recommendations of past reports on equity, racism, and diversity at Queen's, such as the 2009 Diversity, Anti-Racism and Equity (DARE) report, and identify steps needed to remove barriers to implementation. Informed through consultation with students, faculty, staff, and alumni, an extensive report was produced that set out recommendations to address racism, diversity, and inclusion at Queen's.

In 2022, five years after the release of the PICRDI report, Queen's internal audit team, in partnership with the Principal's Office and members of the senior leadership team, conducted a final review of the university's response to the PICRDI recommendations. The audit found that the majority of the recommendations have been fulfilled as recommended, and that progress has been made in many key areas, including enhanced recruitment and retention of equity-deserving groups, policy development, integrating I-EDIAA into strategic planning, diversification of curriculum, creating new support resources, and more.

Below are some examples of initiatives that have been implemented as a result of the PICRDI recommendations.

- The University Council on Anti-Racism and Equity (UCARE) was established in 2017 to coordinate and monitor the progress of university-wide initiatives to address racism and promote equity, diversity, and inclusion.
- The Yellow House Student Centre for Equity and Inclusion opened in 2020. The centre serves as space for students who identify as Queer, Trans, Black, Indigenous, and/or as People of Colour (QTBIPOC) to create community and to learn about the resources available on-campus that are tailored to their needs.
- Two new senior leadership positions were established to help lead I-EDIAA initiatives at Queen's. The AVP (Human Rights, Equity, and Inclusion) and the AVP (Indigenous Initiatives and Reconciliation) positions were created in 2018. They work closely with the Principal, Provost, and the senior leadership team to advance the work of equity, inclusion, and reconciliation at Queen's.
- An Access and Inclusion team in Undergraduate Admission and Recruitment was created to build on longstanding initiatives designed to increase access to Queen's and promote enrolment among Black, Indigenous, racialized, and 2SLGBTQ+ students, and students with disabilities. Many initiatives have been implemented to assist with the recruitment and retention of equity-deserving students, such as community outreach programs, new financial awards, student equity ambassadors, student support programs, and more.
- A formal equity policy and procedure for staff and faculty recruitment has been implemented. All members of staff and faculty hiring committees must complete mandatory employment equity training. In addition, the Queen's Equity Appointments Process (QEAP) supports inclusive hiring practices by identifying which equity-deserving group is most underrepresented in the hiring unit, ensuring all hiring committee members have received the appropriate employment equity training, and tracking the diversity of the applicant pool throughout the hiring process.
- Each year, Queen's reports on the initiatives underway to enhance I-EDIAA through the Equity, Diversity, Inclusion and Indigenization annual reports. These reports are shared with Queen's Senate, Board of Trustees, and the Queen's community.

There are also some recommendations that either were not implemented, or that were not implemented exactly as PICRDI recommended they be. In some cases, it was determined that a recommendation was either not operationally feasible or, given the passage of time, was no longer appropriate to the needs of Queen's students, staff, and faculty. In other cases, a recommendation was implemented in a different manner than originally envisioned in the PICRDI report, but with the same objective and effect as the original recommendation.

We are grateful to the Queen's community for their substantial efforts over the last five years to implement the PICRDI recommendations. We are also grateful to Queen's Internal Audit team for thoroughly cataloging the university's response to each of the PICRDI recommendations. Going forward, Queen's will continue its efforts to advance I-EDIAA initiatives, which will be guided by the university's Strategy, the Declaration of Commitment to Address Systemic Racism, and the Scarborough Charter, among other strategic planning documents that will evolve over time in response to the needs of the Queen's community.