



## Equity in Research UCARE Sub-Council Terms of Reference

### Purpose:

The Equity in Research Sub-Council aims to foster an equitable and inclusive research environment at Queen's University by identifying priorities, providing advisory guidance, and supporting initiatives that promote the participation, development, and visibility of equity-deserving researchers. The Sub-Council will focus on strategies that enhance research competencies, networks, and recognition of anti-racism scholarship and other equity-related research, while complementing existing university initiatives.

### Mandate and Responsibilities:

The Sub-Council will:

1. **Identify and advise on priority strategies** related to the professional development and support of equity-deserving researchers, including capacity-building, mentorship, and network development efforts aligned with institutional initiatives.
2. **Advise on institutional strategies for promoting the visibility of anti-racism and equity research** at Queen's by identifying key thematic areas, supporting communication strategies, and elevating researchers' contributions to the university and wider communities.
3. **Provide input and advice** on the operationalization of the university's Strategic Research Plan, ensuring equity principles are embedded in research policies and practices.
4. **Act as an advisory body and liaison** to relevant initiatives such as the Dimensions Project and other internal and external programs focused on research equity and inclusion such as the Canada Research Chairs (CRC) Equity, Diversity, and Inclusion Action Plan and other relevant institutional equity strategies.
5. **Support programming initiatives** such as the 'Reimagining Academia' brown bag sessions and other knowledge-sharing forums that promote inclusive research cultures.
6. **Collaborate with university offices and groups** such as the Faculty, Staff Recruitment, Retention, and Support Sub-Council, Human Rights and Equity Office, and Indigenous Initiatives to avoid duplication and maximize impact.
7. **Advise on communication strategies** to share Sub-Council recommendations and raise campus-wide awareness about equity in research efforts.

### **Membership:**

- Chief of Staff, Principal's Office (UCARE ex-officio) **(Co-Chair)**
- Faculty Member (UCARE member) **(Co-Chair)**
- AVP, Human Rights and Equity Office or delegate (UCARE ex-officio)
- AVP, Indigenous Initiatives or delegate (UCARE ex-officio)
- Social Issues Commissioner – Internal, AMS or delegate (UCARE ex-officio)
- Associate Director, Inclusive Research, VPR or delegate (ex-officio)
- 1 Faculty Member
- 1 Graduate Student

*Membership will be reviewed periodically to ensure diverse perspectives are represented.*

### **Reporting:**

The Sub-Council will provide regular updates and reports to UCARE and other relevant bodies on progress, challenges, and recommendations related to equity in research.

### **Administrative Support:**

Support will be provided by the Office of the Vice-Principal (Culture, Equity and Inclusion)

### **Meetings:**

The Sub-Council will meet quarterly with additional meetings as necessary.