SFU OFFICE OF THE
VICE-PRESIDENT, ACADEMIC

MEMORANDUM

TO	Senate
FROM	Peter Keller, Vice-President, Academic and Provost
RE	Vice-President, Academic and Provost's Initiative on Equity, Diversity and Inclusion
DATE	January 25, 2018

The Vice-President, Academic and Provost's (VPA) initiative on equity, diversity and inclusion is in furtherance of SFU's strategic vision. That vision includes fostering a culture of inclusion and mutual respect, and embracing the diversity of its students, staff and faculty.

The goal of the VPA's initiative is to facilitate a conversation with members of the university community about equity, diversity and inclusion and to develop a strategy, with a set of actionable recommendations, for advancing equity, diversity and inclusion across all facets of the university. This strategy will include a sustainable, institution-wide framework and structure for embedding equity, diversity and inclusion more deeply into SFU's practices, policies and procedures.

The VPA's initiative will complement, reinforce and advance the many and varied equity, diversity and inclusion activities already underway or currently under development at SFU as well as create the potential for new opportunities. The VPA's initiative will be informed by the work being championed by staff, faculty, students, units, groups, and committees across the university.

The VPA appointed Kim Hart in December 2017 as Special Advisor to the Provost on Equity and Diversity (see also "SFU launches new initiative to champion equity, diversity and inclusion", accessible at https://www.sfu.ca/sfunews/stories/2017/12/sfu-launches-new-initiative-to-champion-equity-diversity.html).

The Special Advisor has started to work in collaboration with and alongside several others at SFU, including Professor Genevieve Fuji Johnson (Political Science) who has been appointed by the VPA as a Senior Advisor to the Provost's Office on Faculty Diversity, Inclusion and Engagement. This collaboration will continue to grow, evolve, and include many others at SFU who are engaged in this work as well as individuals, groups, and units in the SFU community who would like the opportunity to participate in the process.

During 2018, the Special Advisor, with the support of the Senior Advisor, will examine SFU's existing strategic plans, initiatives, data collection and analysis, policies and practices, and structures

and consider their impact on equity, diversity and inclusion. The Special Advisor, with the support of the Senior Advisor and with the advice of an advisory group, will also lead a consultation with the SFU community (staff, faculty, administrators and students – and especially with those from under-represented groups) to obtain input about how SFU can shape its structures, processes and practices to infuse and advance equity, diversity and inclusion in all aspects of the university and achieve its ongoing commitment to foster a culture of inclusion and respect. It is anticipated that the Community Consultation will be rolled out in March.

Following the consultation, the Special Advisor will review the input received and prepare a report to the VPA with recommendations for a sustainable, institution-wide framework that positions equity, diversity and inclusion as integral to all aspects of SFU. This report may include recommendations related to teaching, research, learning, employment, community engagement, and governance.

To guide this work, the Special Advisor will establish an Advisory Group consisting of faculty, staff, and students from across SFU's three campuses, including members of equity-seeking groups. Drawing on their diverse backgrounds, skills, and knowledge, the Advisory Group will provide important insights into both the process and substance of the collaboration toward realizing greater equity, inclusion and diversity at SFU.

The Special Advisor will also bring together and facilitate a coordinating body consisting of university departments and offices who develop or provide programming and services related to equity, diversity and inclusion. This body will act as a vehicle for: creating new opportunities to advance equity, diversity and inclusion across SFU's three campuses; supporting communication and the cross-pollination of existing and future initiatives; identifying and flagging for review and revision those SFU policies, procedures or practices that are, or have the potential to be, barriers to equity, diversity and inclusion; creating opportunities and mechanisms to acknowledge and celebrate the efforts and activities and initiatives at SFU that contribute to creating a supportive and equitable environment for working and learning, where respect, civility, diversity, and inclusion are valued.

There are several phases to this work. The VPA's Office has established an equity, diversity and inclusion webpage (accessible at: https://www.sfu.ca/vpacademic/equity-diversity-and-inclusion.html).

Regular updates will be provided to the university community as the process unfolds.