

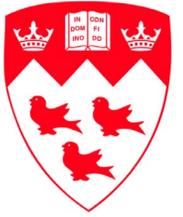


**McGill's Commitment to Equity,
Diversity, & Inclusion (EDI):
Implications for Research on
Children and Families**



McGill

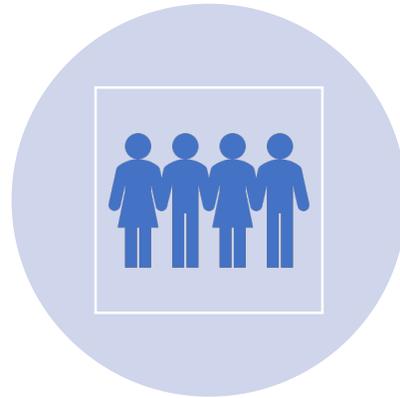
January 2022



EDI in Context: Rationale



JUSTICE AND FAIRNESS



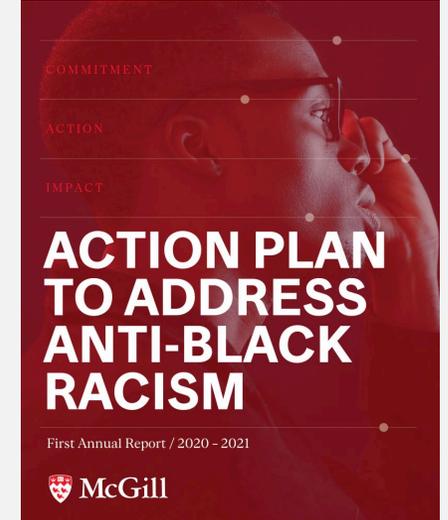
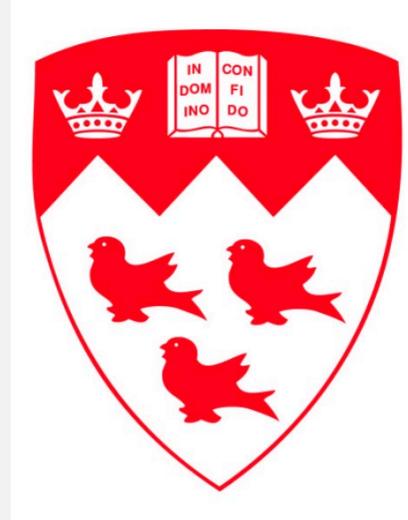
PUBLIC RESPONSIBILITY



ESSENTIAL TO ATTRACTING
AND CULTIVATING TOP
TALENT

EDI in Context: McGill Policy and Governance

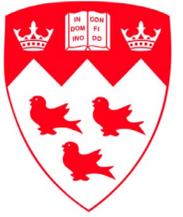
- Fundamental to our [Mission and Principles](#)
- Embedded within our [Strategic Academic Plan](#) and [Strategic Research Plan](#)
- Specific commitments articulated in our [Strategic EDI Plan 2020-2025](#) and our [Plan to Address Anti-Black Racism](#) which focus on 5 key areas:
 - Student experience
 - Research and knowledge
 - Outreach
 - Workforce
 - Physical space
- Tied to our Commitment to Reconciliation as set out in the [Report of the Provost's Task Force on Indigenous Studies and Indigenous Education](#)
- The focal point of various policies:
 - [Employment Equity](#)
 - [Harassment & Discrimination](#)
 - [Sexual Violence](#)





EDI in Context: Government Legislation and Policy

- Federal Context:
 - [Federal Contractor's Program](#)
 - [Canada Research Chairs – EDI Requirements and Practices](#)
 - [Employment Equity Act](#)
- Provincial Context:
 - [Act Respecting Equal Access to Employment in Public Bodies](#): Employment equity and duty to report
 - [Québec Charter of Human Rights and Freedoms](#): Protection from discrimination



EDI at McGill: 5 Pillars

1. Employment Equity
→ recruitment, retention, recognition, mentorship, promotion
2. Education and Knowledge Production and Dissemination
→ training, engagement, communications, exploring how EDI strengthens research activities
3. Honouring and Celebrating Diverse Identities at McGill
→ history months, awareness weeks, special graduation celebrations, Award for Equity and Community-Building
4. Proactive Removal of Barriers to Access and Success
→ outreach, supports for students, employee resource groups, mentorship, universal physical design
5. Response to Harm
→ Supporting and reporting (see: [OSVRSE](#), [OMR](#))

OVERARCHING GOAL:

- Committing ourselves to [inclusive excellence](#) in the pursuit of our academic mission.

What Do We Mean by “Equity”

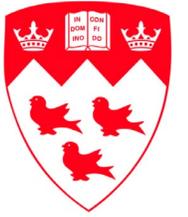


“Equity, unlike the notion of equality, is not about sameness of treatment. It denotes **fairness and justice in process and in results**. Equitable outcomes often require differential treatment and **resource redistribution** to achieve a level playing field among all individuals and communities. This requires recognizing and addressing barriers to opportunities for all to thrive in our University environment.”

McGill Strategic EDI Plan



EDI in Knowledge Production and Transfer



Think about your own research on children and families:

1. Who is at the centre of our research? More precisely, which children and families do we envision when we carry out our scholarship?
2. With whom do we research? More precisely, who are our partners, our trainees, our collaborators?
3. If we are researching with communities other than our own, what does meaningful inclusion and engagement with the communities who are at the centre of our work?
4. Who does our research benefit?
5. How can we, as scholars, work toward knowledge that builds services for a wider range of children and families?



EDI at McGill: To Learn More

Visit: www.mcgill.ca/equity

Sign up for workshops:

<https://www.mcgill.ca/equity/initiatives-education/equity-education>

Participate in events: e.g.,

<https://www.mcgill.ca/equity/initiatives-education/black-history-month>

