

**PRINCIPAL'S TASK FORCE ON DIVERSITY, EXCELLENCE
AND COMMUNITY ENGAGEMENT
TERMS OF REFERENCE**

TERMS OF REFERENCE

The Principal's Task Force on Diversity, Excellence and Community Engagement will provide an opportunity for targeted reflection on how to build strategically to improve upon some of McGill's most characteristic strengths: our international character, the extremely bright and dedicated people who make up the McGill community, the inclusion of a broad range of viewpoints, the quality of our teaching programs and research and scholarship, the collegiality of the academic community, McGillians' desire to contribute to the broader community and the University's location in the vibrant city of Montreal.

The reflections of the Principal's Task Force will provide a forum for new ideas, initiatives and mechanisms to better achieve excellence in the pursuit of our academic mission, in the service of Montreal, Quebec, Canada and the world, while reaching out to include a broader spectrum of voices in our community. We will evaluate our achievement regularly and rigorously, both against our own previous performance and against that of our peers. We will develop activities and mechanisms to reach out to broader pools of outstanding candidates for admission to our programmes, for appointment as faculty, and for positions on our administrative and support staff. We will look for more effective means to retain them and support them in achieving excellence in the pursuit of their ambitions at McGill.

The Task Force will solicit input from individuals and associations who have taken a special interest in the enhancement of diversity, in outreach to the community and the achievement of academic excellence, and from members of the McGill community broadly, and will aim to report its findings and submit draft recommendations by November of 2010.

Members of the Task Force will consider the means to:

- ❖ Enhance diversity and broad access to McGill in support of offering the best education available to outstanding students, advancing knowledge at the highest levels of human achievement, and providing exemplary service to society, while seeking to include qualified faculty and administrative and support staff from different backgrounds, and who identify with different segments of the community.
- ❖ Foster, support, recognise and celebrate the achievement of excellence by all members of the McGill community in the pursuit of our academic mission – students, faculty, administrative and support staff, alumni and friends – drawing on a range of means as identified through examination of our own practices across the university as well as those of our peers around the world, and aiming to match the best.

- ❖ More effectively and systemically harness the full power of the considerable knowledge, talent and energy of all members of our community, including alumni and friends, to partner more closely with our fellow citizens in Montreal, Quebec, Canada and the world, to learn from them, and to examine what we can do as a University to develop institution-wide programs that better serve our local and global communities.

The Principal's Task Force on Diversity, Excellence and Community Engagement will invite members of the McGill community to its bimonthly meetings, to present their views on developing a culture of diversity while achieving excellence and reaching out to the broad community.

The Principal's Task Force will issue a call for submissions from the McGill community at large in the fall of 2009. The Task Force will specifically invite submissions from Deans.

TIMELINE:

- ❖ The Mandate and Terms of Reference for the Principal's Task Force on Diversity, Excellence and Community Engagement will be communicated to Senate in April of 2009 and to the Board of Governors in May of 2009.
- ❖ Membership will be established in May of 2009.
- ❖ The members of the Task Force will meet bimonthly beginning in June of 2009, and, as necessary, through to the completion of their work with the production of a final report in the winter term of 2011.
- ❖ The Principal's Task Force will issue a call for submissions from the McGill community at large in the fall of 2009.
- ❖ Special sessions of the Principal's Task Force will be scheduled for the winter term of 2010. Selected individuals and groups will be invited to speak to discuss their submissions with Task Force members.
- ❖ Draft recommendations will be submitted to Senate and the Board of Governors by November of 2010.
- ❖ A final report will be produced in the winter term of 2011.