



Memorandum

Office of the Provost

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TO: Senate

FROM: Lydia White, Associate Provost (Policies, Procedures and Equity)

SUBJECT: 2011-12 Annual Report of the Joint Board Senate Committee on Equity

DATE: 5 December 2012

DOCUMENT #: D12-33

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE: The 2011-12 Annual Report of the Joint Board Senate Committee on Equity is presented for information.

BACKGROUND & RATIONALE: The Joint Board Senate Committee on Equity (JBSCE) is a standing committee whose mandate is “to recommend University policy regarding under-represented groups, including women, visible minorities, Aboriginal peoples, and persons with disabilities”. The JBSCE includes 5 subcommittees, whose annual reports are appended to the main report.

MOTION OR RESOLUTION FOR APPROVAL: N/A

PRIOR CONSULTATION: N/A

NEXT STEPS:

APPENDICES: Appendix A: JBSCE annual report 2011-12, including 4 appendices:

1. Report of the Subcommittee on Persons with Disabilities
2. Report of the Subcommittee on First Peoples
3. Report of the Subcommittee on Queer People
4. Report of the Subcommittee on Women
5. Report of the Subcommittee on Race and Ethnic Relations

**MCGILL UNIVERSITY
JOINT BOARD SENATE COMMITTEE ON EQUITY
ANNUAL REPORT TO SENATE AND THE BOARD OF GOVERNORS
2011-2012**

MEMBERSHIP

Chair: Prof. Lydia White, Associate Provost (Policies, Procedures & Equity)
Director of the Office for Students with Disabilities: Mr. Frédéric Fovet
Human Resources: Ms. Alison Verkade
Acting Coordinator of the First Peoples House: Ms. Paige Isaac

Chairs of Subcommittees:

Subcommittee on Persons with Disabilities: Prof. Tara Flanagan
Subcommittee on First Peoples: Mr. [Kakwiranó:ron Cook](#)
Subcommittee on Queer Persons: Prof. Victor Fan
Subcommittee on Race and Ethnic Relations: Ms. Adrienne Piggott
Subcommittee on Women: Prof. Vrinda Narain

Representatives appointed by Senate and Board:

Representative of the academic community appointed by Senate: Prof. Lisa Spanierman
Representative of the non-academic community appointed by Senate: Ms. Lorna MacEachern
Representative of the Board of Governors: Ms. Ann Vroom

Student Representatives:

Undergraduate students (SSMU): Ms. Cassandra Zawilski
Graduate students (PGSS): Ms. Sara Houshmand
Students at the Macdonald Campus (MCSS): Mr. Nicholas Chatel-Launay
Continuing Education Students (MACES): (none appointed)

Ex Officio:

Ms. Veronica Amberg: Social Equity and Diversity Education Officer

Secretary:

Ms. Mary McDaid: Manager, Academic Personnel

MANDATE

The Joint Committee on Equity shall recommend University policy regarding under-represented groups, including women, visible minorities, Aboriginal peoples, and persons with disabilities. To this end it shall review the recruitment and status of the under-represented groups at the University and recommend ameliorations to Senate and the Board of Governors.

MEETINGS

The Joint Senate-Board Committee on Equity met four times (29th Sept 2011, 27th Oct 2012, 2nd Feb 2012, 19th April 2012).

ACTIVITIES

- i. JBSCE worked on a proposal (originating from student members of the committee) for a *McGill University Award for Equity & Community Building*, the goal being to enhance McGill's commitment to equity by recognizing outstanding achievements by students, faculty and administrative and support staff in advancing equity and community building. The proposal was developed, in part, in response to the Principal's Task Force on Excellence, Diversity and Community Engagement. JBSCE submitted the proposal for this award to Senate and the Board for approval in April 2012. Approval was granted and the first competition will be organized by JBSCE for the 2012-13 academic year.
- ii. A presentation on Safer Spaces: Disability, Access and Universal Design was made to JBSCE by Heather Mole and Frédéric Fovet of the Office of Students with Disabilities. Members of JBSCE were very impressed with the presentation and discussed ways in which universal design might be implemented at McGill.
- iii. Discussion of the May 2011 Report to Senate on Salary Differentials by Gender. A number of suggestions were made as to additions that could usefully be included in future reports (the next one being due in May 2013).

SUBCOMMITTEES

Two previously inactive JBSCE subcommittees were revitalized with the appointments of new chairs, approved by JBSCE, namely Mr. [Kakwiranó:ron Cook](#) as chair of the Subcommittee on First Peoples (appointed Oct 2011) and Ms. Adrienne Piggott as chair of the Subcommittee on Race and Ethnic Relations (appointed Nov 2011). Two other subcommittees also had new chairs effective 2011-2012: Prof. Victor Fan (Subcommittee on Queer Persons) and Prof. Vrinda Narain (Subcommittee on Women). Prof. Tara Flanagan was appointed as Chair of the Subcommittee on Persons with Disabilities, effective January 2011, so 2011-2012 was her first full year as chair.

As far as membership of the sub-committees is concerned, all of them experienced an increase in interest and membership, following an email sent by Lydia White to the University community in January 2012, promoting the work of the JBSCE and its various subcommittees.

With this new leadership and increased membership, all subcommittees showed an increase in vitality during 2011-2012. The annual reports of the subcommittees are appended.

Prof. Vrinda Narain stepped down as chair of the Subcommittee on Women at the end of the 2011-2012 academic year. She will be replaced by Prof. Sue Gaskin and Prof. Sarah Turner as co-chairs .

APPENDICES

Appendix 1: Report of the Subcommittee on Persons with Disabilities

Appendix 2: Report of the Subcommittee on First Peoples

Appendix 3: Report of the Subcommittee on Queer People

Appendix 4: Report of the Subcommittee on Women

Appendix 5: Report of the Subcommittee on Race and Ethnic Relations (to follow)

**Report of the Joint Board-Senate Committee on Equity
Subcommittee on Persons with Disabilities
2011-2012**

Tara Flanagan, Chair

1) Membership

We have a dynamic group of people who are invested in promoting an inclusive environment at McGill University.

- a) Administration & Offices: Frederic Fovet (Director of OSD), Linda Jacobs Starkey (Associate Dean of Students), Kevin MacSween (Campus Recreation, Athletics), Patrick Fiorelli (security systems), Jessica Lange (library), Jo Ann Sciampacone (manager of parking services), Andrea Miller-Nesbitt (library), Maya Kucij (head of Education library), Kathleen Tobin (Human Resources), Emily Kasuto (library, MacDonald campus).

- b) Faculty members: Philippe Archambault (School of Physical & Occupational Therapy), Lucyna M. Lach (School of Social Work), Rob Whitley (Psychiatry), Luc Trudeau (medicine), Ingrid Sladeczek (Educational and Counselling Psychology), Aparna Nadig (School of Communication Disorders), Diane Lowden (Clinical Nurse Specialist).

- c) Student members: Melanie Benard, Jordan Dutton, Nicholas Jeffers, Kimberly Conway, Natalie Martiniello, Catherine Loiselle, Sydney Hopkins, Keeley White, Joseph Mwaura Kimani, Taylor Steele, Dave D'Oyen, Devyn Perryman, Rachel Desjourdy, Mark Titleman, Lisa Nelson, Jessica Holmes, Ifeyinwa Mbakogu (PGSS rep until September, 2012), Caryne Torkia, Madeline Lusk, Margaret Morgan-Adlam, Alice Walker, Derek Zeisman, Daniella Goldberg (new PGSS rep), Paige Macdougall.

2) Mandate of the committee

To recommend University policy regarding persons with disabilities, to review the recruitment and status of persons with disabilities at the University, and to recommend ameliorations to Senate and to the Board of Governors.

3) Meetings

The subcommittee met three times: December 2, 2011; February 10, 2012; June 5, 2012.

4) Accomplishments

Numerous projects are underway that are aimed at raising awareness about disability issues and promoting inclusion.

- a) Regarding Disability: A Film Festival, March 21-28 2013. One of the subcommittee's major activities this year was to coordinate a disability film festival. Our aim was to raise awareness about disability in the community, to promote a positive perspective on disability, and to forge new connections between McGill and community partners around this issue. To this end, we have partnered up with CRISPESH and Cinema du Parc to host the event from March 21st to the 28th 2013. We will be showing 11 features by and about people with a variety of disabilities that highlight creative strengths in the disability community. We will be organizing lectures and round-table discussions as well as some performances by disabled artists.
- b) Subcommittee website: One of the priorities of the subcommittee is to increase our web presence. We talked about creating a website for the subcommittee that collates information on disability policies, student rights and responsibilities, disability research across the university, a calendar of events, and a campus map that highlights accessibility. Web space was solicited for this purpose.
- c) Universal Design Workshop: On June 5, 2012 Frederic Fovet and his team gave a Universal Design for Instruction workshop to the members of the subcommittee. Attendance was sparse for this meeting and we may offer the workshop again at a future meeting.



**JBSCE Sub-Committee on First Peoples
Annual Report**

2011 –2012

(submitted by Mr. Kakwiranó:ron Cook, Chair)

Membership 2011-2012

Academic Staff:

David Rothwell, Associate Professor, School of Social Work

Carl Ernst, Assistant Professor, Department of Psychiatry, Faculty of Medicine

Ralph St. Clair, Professor/Chair, Department of Integrated Studies in Education

Elizabeth Wood, Associate Dean, Academic Programs, Department of Integrated Studies in Education

Kirsten Anker, Assistant Professor, Faculty of Law

Jon Bradley, Associate Professor, Department of Integrated Studies in Education

Vincci Lui, Liaison Librarian, Macdonald Campus

Administration & Offices:

Kakwiranó:ron Cook, Aboriginal Community Outreach Coordinator, Office of the Dean of Students, Chair

Sacha Young, Ethics Review Administrator, Institutional Review Board, Faculty of Medicine

Paige Isaac, Coordinator, First Peoples' House

Natasha Latter, Human Resources

Trudy Blumstein, Advisor, School of Social Work and Indigenous Access McGill

Alex Sonny Diabo, McGill University Elder

Students:

Jessica Barudin, M.Sc student, PGSS rep

Sonia Duda, Student, SACOMMS member

Camille Juzwick, M.Sc student

Morgan Phillips, PhD student, Department of Integrated Studies in Education

Elma Moses, PhD student, Department of Integrated Studies in Education

Marsha Vicaire, student

Brandi Bird, B.Sc student

Haidee Lefebvre, PhD student, Department of Integrated Studies in Education

Mandate of the Sub-Committee

The Sub-Committee on Equity for First Peoples shall advise on the development of – or modifications to – University policy regarding Aboriginal peoples across constituencies of the University and recommend ameliorations to the JBSCE



Meetings

Due to the October 2011 appointment of the chair and subsequent recruitment of members for this dormant sub-committee, the membership convened only three times during 2011-2012:

January 11, 2012

April 14, 2012

May 9, 2012

Activities:

-The chair was invited to meet with McGill Human Resources on along with members of the Aboriginal Affairs Work Group and other stakeholders to discuss Outreach, Recruitment and Retention of Aboriginal People on our campuses on April 16, 2012; the current situation and barriers to working at McGill were highlighted: of note, there is a -62.5% gap for the Aboriginal group, higher than the overall gap for Visible Minorities at -28.5% and Persons with Disabilities at -62.37%; strategies for advancing employment equity for Aboriginal people were discussed all around; however HR stated a barrier is that hiring is first done from within McGill.

-The chair and Paige Isaac supported SEDE on *Diversity Training for Advisors* by presenting on "Indigenizing the Academy" on March 29, 2012.

-The process for First Nations students holding Canadian Indian Status to opt-out of mandatory health and dental fees was clarified and updated in the relevant forms and websites.

-The sub-committee resolved to nominate an Indigenous person to sit on the Advisory Committee for Nomination of Principal, however we missed the deadline for this process; still the sub-committee put forth recommendations of Indigenous persons for recruitment as Principal.

-Further steps were taken toward investigating the creation of an Indigenous Studies Minor with research done by Brett Lamoreux, Aboriginal Sustainability Project Intern with SEDE; this process has been explored for at least ten years and continually stalls due to staffing and funding issues.

Objectives in 2012-2013 include:

-creating terms of reference

-creating a website for this sub-committee

-continuing to monitor and support McGill University Human Resources in recruitment of Aboriginal people

REPORT OF THE JOINT BOARD SENATE COMMITTEE ON EQUITY SUBCOMMITTEE ON QUEER PEOPLE

2011-12

www.mcgill.ca/queerequity

Victor Fan, Chair

1) MEMBERSHIP

We have a dynamic active membership, representing our three chief constituencies of faculty, non-academic staff, and students. The Subcommittee on Queer People included the following:

a) Staff & Faculty Representatives

Natalie Amar (IGSF), Gregg Blachford (Director, Career Planning Services), Prof. Eugenio Bolongaro (Department of Languages, Literatures and Cultures), Prof. Victor Fan (Dept. of E. Asian Studies), Megan Fitzgibbons (Librarian), Frédéric Fovet (Office for Students with Disabilities), Elizabeth Groeneveld (IGSF), Megan Fitzgibbon (Library), Prof. Miranda Hickman (Dept. of English), Tynan Jarrett (SEDE Office), Prof. Lynn Kozak (Dept. of History and Classical Studies), Prof. James Krapfl (Dept. of History), Prof. Robert Leckey (Faculty of Law; Former Chair), Jana Luker (Executive Director, Services for Students), Brian McMillan (Library), Prof. Richard Montoro (Faculty of Medicine), Prof. Natalie Oswin (Dept. of Geography), Prof. Johanna Ransmeier (Dept. of History), Edmondo Tilli (School of Agriculture), Natalie Waters (Library, Mac Campus)

b) Student Representatives

Beth Austerberry (SSMU), Cameron Butler (Queer McGill), Anais Cadieux Vanvliet (SACOMMS), Jacks Cheng (Department of Linguistics), Scott Horne (Faculty of Law), Julian Kosma (OUTLook on Business), Jacob Sagrans (PGSS)

2) MANDATE OF THE COMMITTEE

To address issues of representation, inclusion and support of lesbian, gay, bisexual and transgendered students, staff and faculty at McGill with respect to academic and non-academic life on campus.

3) MEETINGS

The Subcommittee met seven times during 2011-12: July 6, 2011; August 29, 2011; October 4, 2011; November 9, 2011; January 18, 2012; February 16, 2012; May 30, 2012

4) ACTIVITIES

- August 29, 2011: we reached out to new faculty at the New Faculty Orientation Day
- October 14, 2011: hosted the ninth “Return to the Rainbow Reception” during Homecoming Weekend for LGBT alumni, staff, students and their friends at Thomson House
- We continued to support the Safe Space workshops presented by the SEDE office, throughout the 2011–12 academic year

- Throughout the year, we discussed the possibility of nominating an LGBTQ individual to receive an honorary doctorate from McGill, and have made progress in this area
- We opened up new collaboration with OUTlook on Business, a new organization at the Faculty of Management.
- We cohosted workshops and presentations for queer students of color with SEDE, IGSF and Student Services.
- Throughout the year, our Subcommittee gave input on a variety of documents relating to equity issues, including a form used by DAR to gather members' information (worked in collaboration with Student Services), Employment Equity (worked together with SEDE and Human Resources), University Harassment Policy, Human Resources' Policy on Partners' Relocation, and University's Diversity Documents
- The Chair of the Subcommittee had also called a casual gathering of all the Chairs of the Subcommittees to discuss further opportunities of collaboration
- We followed up the student assault on Mac Campus on February 11, 2012, and with the joint effort with SEDE and Mac Campus, we had a general meeting on Mac Campus in April 2012 to discuss equity and diversity issues there
- We are drafting a Hate Crimes Protocol with our PGSS representative

5) ACCOMPLISHMENTS

a) **McGill Interdisciplinary Minor in Sexual Diversity Studies** (<http://www.mcgill.ca/sdst/>)

The Subcommittee maintained an active interest in this program. The program is now associated with the Institute for Gender, Sexuality, and Feminist Studies.

b) **Social Equity and Diversity Education (SEDE) Office**

The Subcommittee continues to work closely with Tynan Jarrett, LGBTQ Advisor.

c) **University's Diversity Documents**

The Subcommittee has participated in discussing and offering advices on the university's diversity documents. We worked with SEDE and met with representatives from Student Services, Human Resources and DAR to take a pro-active role in improving the language and diversity-sensibility of these documents and questionnaires.

d) **Meetings and Initiatives as a Result of the Student Assault on Mac Campus**

After the student assault on Mac Campus in February 2011, the Subcommittee worked closely with SEDE and the senior administration of Mac Campus. As part of the initiative of Deputy Provost Morton Mendelson, we had a constructive meeting in April 2012 and laid out plans for the future. In addition, under the leadership of our PGSS representative, we are drafting a Hate Crimes Protocol and continuing further dialogues with Queer McGill and other student organizations to make further efforts to promote a safe environment on both downtown and Mac campuses.

We have many initiatives underway for 2012–2013 and look forward to sharing news of those in due course.

JBSCE Subcommittee on Women**Annual Report 2011-2012**

Submitted by Vrinda Narain

The Senate Subcommittee on Women (SSCOW) has had a busy and productive year. Due to the strike in the fall semester of 2011, the Subcommittee decided not to meet formally in solidarity with those members who were MUNACA members. In the winter semester the Subcommittee held regular monthly meetings and took up a number of issues that arose through the term with regard to women's equity issues. We welcomed a number of new members from across the university, faculty, staff and students, a demonstration of SSCOW's continued importance and relevance within the university community.

An important aspect of SSCOW's mandate is solidarity, support and networking on Equity related issues.

Several of our members continued their involvement on equity –related projects within the university and SSCOW was kept abreast of these: such as the *Senior Women's Academic Administrators of Canada Conference (SWAAC)* in April 2012 in which SSCOW members Ms. Susan Czarnowcki and Prof. Jane Everett were involved. SSMU student representative Shyam Patel noted that SSMU together with Social Work was organizing events around International Women's Week for the first time. In this way, SSCOW provided a forum in which members could discuss their various individual initiatives and benefit from the collective membership for funding, ideas and support.

SSCOW has through the year noted the importance of regular follow up and monitoring of the implementation of Equity and Diversity Policies throughout the University particularly with regard to gender equity in hiring and pay equity.

SSCOW will maintain a list of nominees for convocation. We would like to have such a list available so that we have a pool of names we can provide to the University.

SSCOW was active in the early discussion regarding tuition hikes in Quebec. A statement was drafted on behalf of SSCOW and circulated in the university and to student groups.

SSCOW member Edith Zorychta followed up on the progress and implementation of the FCP Equity Plan.

SSCOW considered the possibility of a collaboration between SEDE through SSCOW member Veronica Amberg and the University for Summer Camp scholarships for participants of the SEDE equity workshops for primary school students.

SSCOW submitted a statement to the Advisory Committee re-hiring of a new principal to the JBSCE, which will be sent as part of the JBSCE mandate to the Advisory Committee.

SSCOW discussed the new proposal by the Provost's Office to modify the criteria for tenure and its impact on women. The category of service is proposed to be removed from the requirements, and the focus is to be on research and teaching. Discussion ensued. It was decided that SSCOW would draft a statement opposing such a move and submit it to the Administration/Provost's Office.

In May 2012, we had a very fruitful discussion with Ms. Nancy Diamond, Policy Advisor to the Provost regarding policy initiatives with regard to gender, possibilities for collaboration, ways in which SSCOW might raise its profile within the University and particularly within the higher administration. A number of possibilities were discussed regarding how SSCOW could get its voice heard in the university, particularly by making recommendations whenever the opportunity arose: especially in response to university White Papers and Strategic Plans. SSCOW members expressed interest in meeting with her again to further discuss issues of interest.

At the end of the 2011-2012 Academic year, Vrinda Narain, stepped down as Chair of SSCOW. The subcommittee was delighted to unanimously nominate/approve of the new positions of Co-Chairs of SSCOW: Professors Susan Gaskin and Sarah Turner have agreed to serve on SSCOW. We look forward to this new period in SSCOW's activities.

Membership

Vrinda Narain, Chair, Professor, Law and IGSF
 Rhonda Amsel, Mrs., Psychology,
 Veronica Amberg, Ms., SEDE
 Jacqueline C. Bede, Dr.
 Lara Braitstein, Professor, Faculty of Religious Studies
 Lynn Butler-Kisber, Professor, Faculty of Education
 Susan Czarnocki, Ms., McGill Library and MWAA
 Jane Everett, Professor, Dean of Students,
 Susan Gaskin, Professor, Civil Engineering, Faculty of Engineering
 Dora Koop, Ms.
 Sandra T. Hyde, Professor, Anthropology, Faculty of Arts Representative
 Diana H. Lee, Ms., McGill Women's Network
 Abby Lippman, Professor Emerita
 Jana Luker, Ms.
 Francis Lord, Faculty of Law, Graduate Student
 Shyam Patel, SSMU representative, VP Finance and Operations
 Derek Ruths, Professor, Computer Science, Faculty of Science
 Teresa Strong-Wilson, Professor, Faculty of Education
 Angela Tozer, PGSS representative
 Sarah Turner, Professor, Department of Geography
 Alice Walker U3 Arts, SAACOMS
 Edith Zorychta, Dr., Professor, Faculty of Medicine

Joint Board Senate Committee on Equity Subcommittee on Race and Ethnic Relations

2011 – 2012 Annual Report

Submitted by Adrienne Piggott, Subcommittee Chair

1. Membership

1.1. Faculty

Amelia Jones, Prof. Art History and Communication Studies
Anaïs Salamon, Head Librarian, Islamic Studies Library
Benjamin K. Simpson, Prof. Food Science and Agricultural Chemistry
Kyoko Hashimoto, Prof. Department of Performance, Schulich School of Music
Patricia Boksa, Prof. Department of Psychiatry
Srividya Iyer, Assistant Professor, Department of Psychiatry
John Chen, MD

1.2. Administrative and Support Staff

Brett Hooton, Assistant Director, Communications Office
Kathleen Ng, Environmental Officer, Office of Sustainability
Malek Yalaoui, Administrative Coordinator, Faculty of Science
Margaret Morgan-Adlam, Administrative Coordinator, Department of English
Mercy Isaac, Trainer, IT Communications and Training
Pauline L'Ecuyer, Associate Director, International Student Services
Sacha Young, Ethics Review Administrator, Faculty of Medicine
Sarah Malik, Anti-Racism and Cultural Diversity Advisor, SEDE Office

1.3. Students

Aliette Jeune, Undergraduate, Social Work
Alireza Najafi-Yazdi, PhD Candidate, Mechanical Engineering
Ammen Bains
Cassie Zawilski
Daniel Keresteci, Undergraduate, Electrical Engineering
Dave D'Oyen
David D'Arienzo
Emily Yee Clare, SSMU, VP – University Affairs
Esther Harvey-Peake, Undergraduate, Honours Philosophy (minor in Ethnic and Racial Studies)
Eve Allemand, Masters Candidate, Counselling Psychology
Felipe Mendez, Masters Candidate, Second Language Education
Geneviève Hill, Undergraduate, International Development and Political Science
Julia Lévy-Ndejuru
Marcel Edwards, MDCM and PhD Candidate, Faculty of Medicine
Mohamed Sougal
Nadine Powell
Niyosha Keyzad, PGSS representative
Patrina Duhaney-Morris

Students continued

Priscilla Jabouin, Masters Candidate, Counselling Psychology
Samantha Shier
Sarah Ko
Sithandazile Kuzviwanza
Usman Shahid, Undergraduate, Chemical Engineering
Victoria Song, SSMU representative
Winnie Hu

2. Mandate

- 2.1. The primary mandate of the Subcommittee is to make recommendations to the University on affairs relating to Race and Ethnic Relations.
- 2.2. The Subcommittee will also foster community engagement and actively promote initiatives that demonstrate McGill's commitment to diversity in its community.
- 2.3. The Subcommittee will endeavor to research and learn from the best practices in peer institutions from creating a climate of diversity leadership.
- 2.4. The Subcommittee will issue an annual report to the McGill community and interim reports as needed.

3. Meetings

Due to the November 2011 appointment of the chair and other extenuating circumstances, the membership convened only twice during the 2011-2012 period:

January 26, 2012

April 24-25, 2012 (split meeting due to size of membership)

4. Activities

- 4.1. Drafted the subcommittee's terms of reference
- 4.2. Developed the list of initiatives to be addressed by the committee during the 2012 – 2013 academic year
- 4.3. Secured space for the subcommittee's website
- 4.4. Secured space for the subcommittee's blog
- 4.5. Initiated contact with several community groups to collaborate on initiatives affecting racial and ethnic minorities

5. Objectives for 2012 - 2013

- 5.1. Launch website
- 5.2. Launch blog
- 5.3. Compile and publish McGill's diversity statistics, as well as those of our comparator universities (this work will begin in 2012 – 2013, but may take more than one year to complete)
- 5.4. Host at least one Equity / Diversity "5 à 7"
- 5.5. Set priorities for the other initiatives on our "Ideas spreadsheet"