



McGill

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Dear Representatives of:

McGill School of Physical and Occupational Therapy Graduate Student Association (SPOTGSA)
McGill School of Physical and Occupational Therapy Undergraduate Student Council (POTUS)

Thank you for your letter dated March 10th. The Director's Council has reflected at length on your thoughts on how to incorporate the principles of Equity, Diversity and Inclusion (EDI) into the operations and curriculum at the School of Physical & Occupational Therapy (SPOT).

We would like to extend an invitation to you to join the faculty and staff in the process of co-creation and implementation of an EDI strategic plan, specific to the needs of SPOT. This collaborative EDI initiative would be part of the School's next strategic plan, which begins this year. The development of a new Strategic Plan occurs every five years, and guides the implementation of initiatives at the School. While the last strategic plan (2016-2021) included Wellness as a strategic area and covered EDI principles, the next plan (2021-2026) will be the first to address EDI as a distinct area. A five-year time horizon allows us to implement immediate actions, thereby building on the successful Scholars' Rounds and other student and faculty initiatives already underway, as well as setting longer-term goals.

We propose a working group to include students, staff and faculty as well as relevant stake holders. In the spirit of allyship and co-creation, all members of this group will be treated equitably, functioning as equal partners, thereby promoting a sense of belonging, value, and shared leadership. We feel that this strategic working group builds on the previous initiatives outlined in our letter to you on November 5, 2020. This letter gave a detailed description of SPOT's ongoing collaborations in the area of EDI, which are aligned with the strategic plan of the Faculty of Medicine and Health Sciences. We believe that this important process will demonstrate SPOT's commitment to equity and inclusion in the pursuit of academic excellence.

Finally, in response to your invitation to the FMHS Equity Committee on April 22, I would be pleased to accept and to join you in that discussion. Please let me know what time the meeting will be held.

Yours sincerely,

Laurie M. Snider OT, PhD
Director and Associate Dean

cc. Director's Council, SPOT