VPRI Committee on Equity and Diversity in Research and Innovation

DRAFT TERMS OF REFERENCE

The Committee on Equity and Diversity in Research and Innovation (EDRI Committee) will provide the Vice-President Research and Innovation with counsel and direction on matters related to equity, diversity, and inclusion (EDI) within the University of Toronto’s research and innovation enterprise. Working in synergy with initiatives developed in other portfolios (e.g. Vice-President and Provost, Vice-President Human Resources & Equity), the EDRI Committee will report and advise on institutional strategies that fulfill sponsor requirements for EDI and on practices that foster a culture of EDI within UofT’s research and innovation activities.

Terms of Reference

1. The EDRI Committee will provide oversight and recommendations to the Vice-President, Research and Innovation, on EDI matters and strategies related to research and innovation, including those pertaining to the following programs and activities:
   o Canada Research Chairs (CRC) & Canadian Excellence Research Chairs (CERC)
   o Research funding (e.g. CFI, CFREF)
   o Internal programs (e.g. Connaught)
   o Honours and awards
   o Researcher recruitment and retention
   o Innovation and entrepreneurship

2. The EDRI Committee will advise the Vice-President, Research and Innovation, on strategies to ensure the division’s continued leadership in EDI; to sustain current EDI measures; and to maintain progress toward the creation of an equitable, diverse, and inclusive research community.

3. The EDRI Committee will report on progress toward the EDI initiatives of the Vice-President, Research and Innovation, including, but not limited to, the forty-nine recommendations of the EDRI Working Group Report, and will make recommendations for improved strategies and implementation, to be adopted in consultation with senior leadership, the academic divisions, the University community and the affiliated hospitals as appropriate.

4. The EDRI may strike sub-committees or working groups to investigate particular topics, from time to time, in order to facilitate the implementation of its activities.

5. Reports and recommendations from the EDRI Committee will be received by the Research Advisory Board through the Office of the Vice-President, Research and Innovation.
Membership

- It is proposed that the Committee would comprise a Chair and six members, with ex officio, non-voting representatives from key vice-presidential portfolios (VPRI, VP-Provost, VPHRE) to provide information and guidance on portfolio EDI initiatives as required. The VPRI Research Equity & Diversity Strategist would serve as Secretary to the Committee, drawing on logistical/other support from Research Services as required.

- Members will be selected by the Vice-President Research and Innovation from among volunteers or individuals nominated by academic divisions, taking account of the University’s three campuses and broad disciplines. In selecting members, the Vice-President Research and Innovation will consult with the Vice-President and Provost and the Vice-President Human Resources and Equity to ensure complementary membership with initiatives underway in those portfolios.

- Members will:
  o be full-time faculty members at the UofT (including affiliated hospitals), at the Associate or Full Professor level
  o possess a strong track record of excellence in research and innovation
  o possess demonstrated knowledge and experience in equity, diversity and inclusion practices, principles and/or scholarship
  o include self-disclosed members of equity seeking groups
  o serve for three-year terms, renewable once

- The Chair will be appointed by the Vice-President Research & Innovation and, in addition to addressing the criteria for general Committee membership, will be someone who is recognized, internally and externally, as having specific EDI expertise.