

## MEMO

To: SJU Community

From: Peter Meehan, President and Vice Chancellor

Date: June 29, 2021

Subject: President's Advisory Group on Equity, Diversity, and Inclusion  
*Phase 2 – Development of an Action Plan Update*

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Equity, diversity and inclusion are fundamental to the identity of St. Jerome's as a Catholic university. It is therefore encouraging to share an update on the progress of the Equity, Diversity, and Inclusion (EDI) initiative as St. Jerome's University works through its [three-phase approach](#).

During *Phase 1* the President's Working Group on EDI was created and tasked to take an inventory of current EDI initiatives; identify institutional strengths and challenges; review promising practices; and formulate baseline recommendations to be used in the development of the action plan. Their findings and recommendations were shared in a report distributed in February.

In *Phase 2 – Development of an Action Plan*, the President's Advisory Group is developing a set of action items for each of the five key areas identified in the St. Jerome's University initiative: (1) hiring systems and practices; (2) curriculum and programs; (3) outreach, recruiting, and marketing; (4) facilities; and (5) campus culture.

The Advisory Group will continue its work on this university action plan in the fall, and submit it to me in October. Thereafter, I will work with the Administrative Leadership Group to strategize its implementation at SJU. As part of that planning, we will continue to liaise with our partners at the University of Waterloo and with members of their President's Anti-Racism Taskforce (PART).

Thank you to all of our community members and stakeholders who are supporting and working with us through this important process. I appreciate your commitment to this initiative and advancing our equity, diversity, and inclusion goals as an institution.