



## Federation Action Plan

The Federation is grateful to the Congress Advisory Committee on Equity, Diversity, Inclusion, and Decolonization (AC-EDID) for its extraordinary contributions. Now we are taking the steps required to turn their words into action, to be accountable to our community for the results, and to sustain progress over the weeks, months, and years ahead.

To that end, today we announce the following five-point action plan:

1. We enthusiastically endorse “Igniting Change,” the Committee’s final report, and commit to taking action on each of its 43 individual recommendations.
2. Building on the advocacy of the Black Canadian Studies Association, we are preparing to hold a future, face-to-face Congress with a theme centred on the experiences and scholarship of Black and Indigenous peoples; and we are waiving Congress fees in 2021 for Black and Indigenous students, and offering complimentary community passes to Black and Indigenous members of the public.
3. Beginning with a major, new financial commitment, we are putting the necessary people, structures and resources in place to achieve deep and lasting change. This includes:
  - **Financial resources:** An initial investment of \$500,000 over three years in a new EDID fund. We will move swiftly to establish specific priorities in consultation with our members and partners so that new funding opportunities are in place before Congress 2022. The Federation will develop fundraising and partnership opportunities to replenish and maintain this initial funding commitment on an ongoing basis.
  - **Human resources:** Hiring new personnel with EDID experience and expertise, and creating a new, senior position to plan and support EDID initiatives, with recruitment to begin by June 2021.
  - **Governance:** Appointment of a new EDID Standing Committee, with broad representation from across the Social Sciences and Humanities, to oversee implementation of the report’s recommendations, liaise and consult with members and partners, and advise the Federation’s Board of Directors.
  - **Accountability:** Adoption of a detailed implementation plan and evaluation framework, with quarterly progress reports sent from the Federation’s Board of Directors to all scholarly associations and institutions, and publically available on the Federation’s website.
  - **Member engagement and dialogue:** Creation of new opportunities to engage in dialogue with the Federation and other members of the HSS community, to challenge, question, collaborate, share information, and take collective action. Upcoming opportunities will be announced shortly, including dates and registration details.



4. We are listening to our members and supporting their ideas, including requests that we dedicate space at the Congress Expo for Black-owned bookstores and the works of Black scholars, and develop session themes on anti-Black racism, in consultation with Black Canadian scholars.
5. We are officially adopting the Charter on Equity, Diversity, Inclusion, and Decolonization in the Social Sciences and Humanities, and encouraging scholarly associations, universities, and individuals across the HSS to read, discuss, support, and promote it.

For more information or questions, please visit [www.federationhss.ca/en/programs-policy/equity-diversity-inclusion-and-decolonization-edid](http://www.federationhss.ca/en/programs-policy/equity-diversity-inclusion-and-decolonization-edid).