

MEMORANDUM

**Office of the Provost
and Vice-Principal (Academic)**

From: Teri Shearer, Interim Provost and Vice-Principal (Academic)

Date: January 24, 2023

Subject: PICRDI University Response

The Principal's Implementation Committee on Racism, Diversity, and Inclusion

The University Council on Anti-Racism and Equity (UCARE) was established in 2017 to coordinate and monitor the progress of university-wide initiatives to address racism and promote equity, diversity, and inclusion.

There are also some recommendations that either were not implemented, or that were not implemented exactly as PICRDI recommended they be. In some cases, it was determined that a recommendation was either not operationally feasible or, given the passage of time, was no longer appropriate to the needs of Queen's students, staff, and faculty. In other cases, a recommendation was implemented in a different manner than originally envisioned in the PICRDI report, but with the same objective and effect as the original recommendation.

We are grateful to the Queen's community for their substantial efforts over the last five