

The following Motions and Documents were considered by the GFC Academic Planning Committee at its Wednesday, May 03, 2023 meeting:

Agenda Title: **Institute for Intersectional Research**

CARRIED MOTION:

That the GFC Academic Planning Committee approve, with delegated authority from General Faculties Council, the creation of the Institute for Intersectional Research/Institut de recherches intersectionnelles (IIR/IRI), effective upon approval.

FINAL Item 4.



Decision Discussion Information

ITEM OBJECTIVE: To approve the creation of the new academic Institute for Intersectional Research/Institut de recherches intersectionnelles (IIR/IRI) in the Faculty of Arts

DATE	3 May 2023
TO	GFC Academic Planning Committee
RESPONSIBLE PORTFOLIO	Vice-President (Research and Innovation)

MOTION: That the GFC Academic Planning Committee approve, with delegated authority from General Faculties Council, the creation of the Institute for Intersectional Research/Institut de recherches intersectionnelles (IIR/IRI), effective upon approval.

EXECUTIVE SUMMARY:

Background

This proposal has emerged from the work and achievements of the recent Intersections of Gender Signature Area. The stated goal of the Institute is to foster and enact intersectional understanding of, and responses to, social, health, economic, cultural, and political inequities. IIR/IRI has a particular interest in Indigenous knowledge and the process of reconciliation, and this will shape the ongoing development of the Institute. When an issue is framed and analyzed with the perspective of an intersectional lens, collective understanding of its systemic causes and transformative possibilities is increased. The IIR/IRI will be the first university-wide institute in Canada with a broad mandate to advance intersectional concepts, methods, and approaches for the public good.

Analysis / Discussion

The core work of the Institute will involve three areas: 1) mobilizing intersectional analysis of pressing issues; 2) advancing intersectional research and networks in Canada and internationally; and 3) deepening the understanding and application of intersectional theory and method in both academic and non-academic communities. The work of IIR/IRI will directly contribute to the objectives of the University’s Indigenous Strategic Plan and the Strategic Plan for Equity, Diversity and Inclusion. Once they are finalized, it will support the objectives of the forthcoming University Strategic Plan and the Strategic Plan for Research and Innovation.

The role of the Centres and Institutes Committee (CIC) is to work with individuals intending to bring proposals forward for the establishment of Centres or Institutes, to review and comment on drafts of the proposed Centre or Institute, and, when satisfied with the proposal, to recommend approval of the proposal to APC (for all academic Centres and Institutes). The Centres and Institutes Committee is recommending this proposal to APC for approval.

Staff in the Office of the Vice-President (Research and Innovation) have worked with the proponents of the proposal, primarily Dr Sara Dorow, for a number of months while the proposal has been finalized. Members of the Centres and Institutes Committee provided feedback to Dr

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Dorow on two occasions, and the proposal was revised accordingly. The proposal to support the creation of IIR/IRI was approved by Arts Faculty Council on 16 March 2023, and the Centres and Institutes Committee is recommending that APC approve the establishment of IIR/IRI as an academic institute.

Where applicable, list the legislation that is being relied upon

- Post-Secondary Learning Act (PSLA)
- UAPPOL Centres and Institutes Policy
- UAPPOL Academic Centres and Institutes Establishment Procedure
- UAPPOL Academic Centres and Institutes Operation Procedure
- GFC Academic Planning Committee Terms of Reference

Next Steps

The Director (Siobhan Byrne, Political Science) and Associate Director (Samira ElAtia,) have been identified. Once approved, the governance structure for IIR/IRI outlined in the proposal - Administrative Board and Advisory Council - will be populated and activated.

IIR/IRI will start with modest administrative support, and expects to generate revenue in its second year of operation. Initially, graduate student assistants will be hired, along with a Research Associate.

Space is being provided as an in-kind contribution from the Faculty of Arts.

IIR/IRI plans to launch a researcher database/directory showcasing the breadth and depth of intersectional gender research at UAlberta, featuring more than 250 scholars.

IIR/IRI is jointly planning a three-day international training institute with the International Institute for Qualitative Methodology (IIQM) for June 2023 called Thinking Qualitatively: Doing Intersectionality.

Supporting Materials:

Proposal for the establishment of the Institute for Intersectional Research/Institut de recherches intersectionnelles (IIR/IRI) in the Faculty of Arts (65 pages)

***See Schedule A for additional items to include if needed.**

SCHEDULE A:

Engagement and Routing

Consultation and Stakeholder Participation / Approval Route (parties who have seen the proposal and in what capacity) <[Governance Resources Section Student Participation Protocol](#)>

Those who are actively participating:

- Members of the Centres and Institutes Committee

Those who have been consulted:

- Centres and Institutes Committee (CIC)
- Arts Faculty Council
- Sara Dorow, Professor, Department of Sociology

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- Samira ElAtia, Associate Dean (Research, Graduate Studies and Internationalization) and Professor of Education, Campus Saint-Jean
- Bukola Salami, Professor, Faculty of Nursing
- Denise Spitzer, Professor, School of Public Health
- Shirley Anne Tate, CRC in Feminism and Intersectionality, Department of Sociology
- Dia Da Costa, Professor, Faculty of Education
- Susanne Luhman, Professor, Women and Gender Studies
- Carrie Smith, Vice Provost (EDI)
- Lana Whiskeyjack, Assistant Professor, Women and Gender Studies
- Lulu Adam, Dean of Students Office
- Pirkko Markula, Professor, Faculty of KSR
- Janice Miller-Young, Professor, Department of Mechanical Engineering
- Taniya Nagpal, Assistant Professor, Faculty of KSR

Those who have been **informed**:

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Approval Route:

Centres and Institutes Committee - Recommendation to APC for approval

APC - For final approval

Supplementary Notes / Context:

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**University of Alberta Template for Proposals to Establish
New Academic Centres and Institutes**

Proposers will complete and submit this template to the Office of the Provost for approval in accordance with UAPPOL Policy. This template may be used in two ways:

- 1) As a cover document attached to a completed proposal which has already been approved by the University for submission for external funding. In this case, the template must present the academic arguments for establishing an academic centre or institute, and provide required information that is absent from the original proposal.
- 2) As an expandable template to be completed. In this case, the completed template may be up to 8 to 10 pages in length (not including letters of support or other appendices relevant to the proposal).

Before developing a proposal and completing this template, please contact the Office of the Provost to discuss the scope of the proposed initiative and to discuss steps for review under the UAPPOL Centres and Institutes Policy, as well as associated procedures for academic centres and institutes – www.uappol.ualberta.ca.

1.	Faculty Dean Signature	
	Signature: 	Date: 2023-03-27

2.	<u>Name of the Proposed Centre or Institute</u> <ul style="list-style-type: none"> ● Institute for Intersectional Research / Institut de recherches intersectionnelles (IIR/IRI)
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3.	<u>Academic Justification for Establishment of a Centre or Institute</u> <ul style="list-style-type: none"> ● Define the vision and purpose of the proposed unit ● Demonstrate that the proposed Centre/Institute does not duplicate other efforts at the University ● Document the emerging or established excellence of the group of faculty involved, and describe how the proposed Centre or Institute will position the University of Alberta as a national and international leader <p>Territorial Acknowledgement</p> <p>The University of Alberta is primarily located on the territory of the Néhiyaw (Cree), Niitsitapi (Blackfoot), Métis, Nakoda (Stoney), Dene, Haudenosaunee (Iroquois), and Anishinaabe (Ojibway/ Saulteaux), lands that are now known as part of Treaties 6, 7, and 8 and homeland of the Métis. We respect the sovereignty, lands, histories, languages, knowledge systems, and cultures of all First Nations, Métis, and Inuit nations. In line with the guiding principles of the U of A Indigenous Strategic Plan, we recognize intersectionality and confluence: the co-constitution of various social identities including race, gender, sexuality, class, and ability, as they occur on Indigenous territory and as they interact with colonial power structures. We seek to address the causes of historical trauma, cultural genocide, settler colonialism, and broken covenants with Indigenous Peoples. We strive to create spaces of research, training, and teaching that are actively</p>
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engaged in listening, learning, reconciliation, and the building of good relations across generations, and that encourage Indigenous knowledges to flourish. We recognize that we are all treaty people with ongoing responsibilities to actualize Indigenous rights to sovereignty. We are committed to the Calls outlined by the Truth and Reconciliation Commission, the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, and the UN Declaration on the Rights of Indigenous Peoples.

Vision and Purpose

The Institute for Intersectional Research/Institut de Recherche Intersectionnelle (hereafter, “The Institute”) is an interdisciplinary hub devoted to advancing and mobilizing intersectional approaches to research, teaching, policy, and practice. Our goal is to foster and enact intersectional understanding of, and responses to, social, health, economic, cultural, and political inequities. We strive to do so across diverse academic and non-academic communities, including researchers, students, businesses/industry, policymakers, and social organizations; in conversation with multiple feminist perspectives; and in ongoing relationships with Indigenous and decolonizing initiatives.

Rooted in Black feminism, intersectionality centres the various forms of inequality, privilege, and marginalization that are formed and transformed at the confluence of gender, race, age, class, sexuality, ability, language, citizenship status, and other social dimensions. When an issue is framed and analyzed with an intersectional lens, understanding of its systemic causes and transformative possibilities is made more relevant, context-specific, and actionable. For example, a host of inequities, from gender-based violence to employment access to youth mental health, greatly benefit from intersectional inquiry.

The Institute responds to this need for critical framing by serving as an Arts-based, inter-Faculty knowledge hub, resource, and partner for intersectional analysis and practice. It supports scholars and students across diverse research and creative disciplines and fields in the advancement of intersectional gender research and works with communities to assess and deploy intersectional strengths in addressing complex challenges and advancing social justice. The Institute builds capacity both inside and outside of the University with the aim of advancing critical intersectional theorizing and research design, developing inclusive policies and practices responsive to intersectional inequities, and empowering people to understand and transform their own social worlds.

Across all of our activities we seek relationships that forge reconciliation and promote Indigenous knowledge. In October 2022, IG held a Circle Dialogue, facilitated by Dr. Lana Whiskeyjack, to engage a group of faculty, students, staff, and community partners in an afternoon of reflection on the question: *What does it mean for IG to continue to walk alongside Indigenous people toward decolonization?* Out of this emerged a set of guiding values and concrete steps that will, in concert with other dialogues and consultations over the last four years, shape the ongoing work of the Institute.

In addition to commitments to Indigenous nations and communities in Canada, the Institute actively builds international partnerships to promote global intersectional research, knowledge, and action at a time when urgent social, economic, cultural, technical, political, and health matters risk receding from public attention. It seeks to serve a diversity of language communities, including through producing French-language resources. The Institute thus brings the richness of intersectional inquiry to challenges that cut across multiple disciplines at the local, national, and international levels.

Establishing UAlberta as a Leader

The University of Alberta was the first postsecondary institution in Canada to formally elevate intersectionality as a university-wide emphasis when it named Intersections of Gender as a research priority and signature area in 2018. With the establishment of the Institute, UAlberta will solidify its place as a national and global leader in intersectional research and practice. No other U-15 institution has a comparable centre or institute. (Some smaller policy-focused initiatives exist, such as the Institute for Intersectionality Research at SFU and the Intersectionality Hub at Concordia University Montreal.) The IIR/IRI will thus be the first university-wide institute in Canada with a broad mandate to advance intersectional concepts, methods, and approaches for the public good.

The importance of intersectionality to impactful research is increasingly recognized by scholars, funding bodies, governments, businesses, and community organizations and organizers. For example, the Canadian government has made intersectionality and gender equity cornerstones of public policy; all applications to federal granting agencies require applicants to ensure an integration of intersectionality in their proposal and programming. As [Justice Canada](#) puts it, “An intersectional approach requires consideration of how multiple overlapping factors shape legal, social, health and economic opportunities and outcomes, as well as barriers to accessing systems, programs or services.” UNICEF Canada, the Muttart Foundation, and other umbrella community organizations have called for deeper engagement with intersectionality across all activities of the non-profit sector. They join longstanding efforts by non-profits such as the [Canadian Research Institute for the Advancement of Women](#) and the [Canadian Women’s Foundation](#) to foreground the importance of intersectionality. Leaders in the business world also point to the importance of intersectionality to organizational wellbeing, work culture, and social responsibility ([ADP](#); [CEC](#); [UN Global Compact](#)).

At the same time, all of these groups struggle in various ways to frame and enact an intersectional approach, including through meaningful use of important tools like Gender-Based Analysis Plus (GBA+), which provides rigorous assessment of systemic inequalities across diverse groups in order to address their specific needs. GBA+ was prioritized by the Government of Canada in 1995, but there continues to be a lack of in-depth training and understanding of intersectional and GBA+ frameworks. Recognizing that demands to address the needs of various populations often result in one-size-fits-all strategies that exacerbate ongoing marginalization, [Women and Gender Equality \(WAGE\) Canada](#) asserts the need for an intersectional approach “at all stages of an initiative, from

development to implementation. Considering and identifying the diversity and multiple factors of people help us to innovate and to consider issues and policies in a different way.”

Building on the broadly recognized success of the Intersections of Gender signature area, the Institute responds to this urgent need through three core activities. The Institute will:

- 1) mobilize intersectional analysis of pressing issues through the *Social Change Hub*;
- 2) advance intersectional research and networks in Canada and internationally through the vibrant *Knowledge Creation Exchange*; and
- 3) deepen the understanding and application of intersectional theory and method in both academic and non-academic communities through the *Training and Mentoring Program*.

Each of these is further described below. Given current funding, the Institute will start with select components of each core activity, scaling up as external funding increases.

Social Change Hub

As pressing local and global inequities shift over time, so must the intersectional knowledge, tools, and relationships that are mobilized to understand and address them. As one of its core activities, the Institute will establish a hub devoted to working with partners to identify and address social, cultural, economic, and health issues through an intersectional lens informed by decolonial practice. The Institute will: 1) create a Hub Task Force that carefully and nimbly responds to community-identified requests and needs through interdisciplinary collaboration and community partnerships, and 2) encourage policy-, program-, and practice-relevant intersectional research at UAlberta through workshops, a policy brief series, and, where possible, seed funding. These activities will galvanize the deep inter-Faculty support and relationships that undergird the Institute.

By partnering interdisciplinary scholarly knowledge with community expertise, the Hub will respond to pressing and emerging social issues and help to identify pathways of social change. Its work will build on principles of putting people first (inviting leadership and direction by the people affected), challenging problematic paradigms (fostering creative exploration and prototyping, including through attention to past, present, and future), and focusing on systemic analysis and change (seeing and addressing connections across parts, e.g. in social, economic, political, and colonial systems). The Hub will thus deeply integrate intersectionality, EDI, and reconciliation into its structure and practice, actively creating space for diverse and unexpected partnerships and collaborations. Activities will directly engage in social change research, facilitate co-learning, and work across academic, community, and policy domains. In this way, the work of the Hub will link to that of the knowledge creation exchange and training and mentoring programs described below.

The SSHRC Partnership Grant for which we are currently making an application (LOI results spring 2024) will be the key progenitor of the Social Change Hub, building research capacity through a series of pilot social change projects. A Partnership Development Grant already submitted (results spring 2023) will mobilize intersectional theory and method in community-engaged research, working with partners such as the Multicultural Health Brokers and the Rural Development Network.

These goals stem directly from work that the Intersections of Gender (IG) Signature Research Area has successfully undertaken since its inception in 2018:

- We responded to community and government priorities through research funding (e.g. on gender-based violence) and consultation (e.g. with the federal government).
- In consultation with, and support from, Women and Gender Equality (WAGE) Canada, IG conducted an environmental scan of equity-seeking organizations in Alberta that identified key priorities and challenges they currently face.
- A research collaboration through the Worldwide Universities Network responded in a timely manner to provide a review of intersectional applications to study of the COVID-19 pandemic.
- IG developed its own active granting program to support over 50 innovative research and action projects among UAlberta graduate students, postdoctoral fellows, and faculty.

Knowledge Creation Exchange

Increasingly, as academics carry out debates about intersectionality in scholarly publications and the broader public experiences some uncertainty and confusion about the concept, there is a growing need for thoughtful and rigorous knowledge exchange that studies and extends understanding of intersectionality. The Institute will develop a series of ongoing activities that promote deeper understanding and engagement with intersectional theories, methods, and practices through cutting-edge dialogue across disciplines, across geographical and historical contexts, and in relation to decolonization and EDI. We will recruit the brightest minds as visiting professors, offer senior scholar round tables, and build interdisciplinary networks of intersectional scholars at UAlberta, across Canada, and internationally. To motivate and support intersectional research among emerging and established scholars, we will disseminate information about opportunities for professional and knowledge development, build a virtual library of resources, coordinate hands-on feedback sessions on intersectional research design and funding proposal development, and conduct an annual speaker series. Wherever possible, we will partner with relevant organizations both inside and outside of UAlberta to broadly enhance the profile of intersectionality and to promote intersectional research.

In its first one to two years, the Institute will sustain momentum in knowledge exchange that has been built by IG over several years through speaker series, its affiliate program, and the newly-created intersectional research database/directory. We will scale up to a visiting scholar program and larger conferences as funding allows.

To date, IG has promoted knowledge exchange in many tangible ways, including:

- We have partnered on several speaker series that build community within and beyond UAlberta, including Research Fridays, IG in Conversation, the Intersectional Health series, and the Diversity in Diplomacy series.
- IG organized and sponsored a spotlight event at Congress 2021 (Northern Relations), *MMIWG and Indigenous Women on Rising Up* and gave a presentation at Berlin Science Week (Germany) in 2019.

- We are jointly planning a three-day international training institute with the International Institute for Qualitative Methodology (IIQM) for spring 2023 called *Thinking Qualitatively: Doing Intersectionality*.
- IG has created an [affiliate program](#) (currently 80 members) to promote existing areas of intersectionality expertise across all disciplines at UAlberta, and will soon launch a researcher database/directory showcasing the breadth and depth of intersectional gender research at UAlberta, featuring more than 250 scholars.
- Overall, IG has expanded its reach five-fold over the last three years, with an audience base of over 1600 individuals and organizations.

Training and Mentoring Program

The Institute understands social change-oriented research and knowledge exchange to be inseparable from training and mentoring the next generation of researchers and providing learning opportunities for community stakeholders. In partnership with programs such as the Centre for Teaching and Learning (CTL), Faculty of Graduate Studies and Research, and Continuing Education, and through strong relationships with the Faculties of Education and Native Studies and education scholars at Campus Saint-Jean, the Institute will promote and support training in intersectionality. Within UAlberta, we will develop undergraduate and graduate courses, pedagogy workshops, and student internships, and support the finalization of the Intersectionality and Gender Certificate (with WGS - Women's and Gender Studies). Our resource library will include multilingual crowd-sourced resources for effective integration of intersectionality in the classroom. In addition, the Institute will partner with offices such as the VP Indigenous Programming and Research and the VP Equity, Diversity and Inclusion to provide mentorship for early career scholars (asst professors, instructors, postdocs) who face intersectional barriers in conducting their work, and to ensure that intersectionality, Indigenous initiatives, and EDI are mutually informing each other. For lifelong learners outside of the academy, the Institute will work with Continuing Education and CTL to provide training and support in GBA+ and intersectionality to community, business/industry, and government service providers through a summer institute, revenue-generating training workshops, and micro-credentialing courses and series. These ventures, which began with a fruitful set of discussions with Continuing Education in fall 2022, will be multi-lingual whenever possible; collaboration with Campus Saint-Jean will support French-language training.

The Institute will start with several specific training initiatives. First, the spring 2023 *Thinking Qualitatively: Doing Intersectionality* conference will provide direct training of emerging intersectional scholars and lead to English and French language stand-alone modules for ongoing use in the university and in the community. Second, matching contributions from the Faculty of Engineering and the Faculties of Arts and Education will develop intersectional curriculum modules for STEM courses at UAlberta (Years 1 & 2). And third, the Institute will continue its partnership with the WGS program in developing a methods-based Graduate Research Certificate in Intersectionality and Gender. These efforts build on a number of training and mentoring activities already undertaken by IG:

- A graduate course in Intersectional Research Methods has already been created and taught through Women's and Gender Studies.

- IG has supported the Snakes and Ladders professional mentoring program for BIPOC graduate students at UAlberta.
- IG hosted writing sessions and an Intersectionality Reading Group and regularly provided individual consultations with graduate students, postdoctoral fellows, and faculty on intersectional research design and EDI strategies for grant applications.

Duplication

While many people and activities at UAlberta engage with intersectionality, there is no other institute, centre, or unit at UAlberta whose central mission is to advance intersectional research, training, and capacity-building. Two of the closest bodies are the Department of Women’s and Gender Studies (WGS) and the Institute for Sexual Minority Studies & Services (iSMSS, soon to be Fyrefly Institute for Gender and Sexual Diversity). WGS is the campus home to faculty and curricular programs focused on feminist, intersectional, and gender-based scholarship, but is not structurally positioned to build university, regional, national, and international programs and practices around intersectionality. An existing memorandum of understanding between IG and WGS clarifies our respective and complementary roles, and positions WGS as the primary site of teaching collaboration with IG. iSMSS provides educational programs and services to support 2SLGBTQ+ communities and allies, work against discrimination, and advance sexual and gender diversity studies. The missions of these two units complement, but do not duplicate, that of the Institute for Intersectional Research, which foregrounds the confluence of multiple social locations and systems of power (racism, sexism, socioeconomic inequality, citizenship regimes, etc.). Along with several other programs and initiatives at UAlberta, WGS and iSMSS will be close partners to the Institute.

Faculty and People

Intersections of Gender is and has been led and supported by UAlberta scholars at all stages of their research careers and has a broad and diverse base of affiliates and partners: 80 faculty affiliates from across 12 disciplines at UAlberta, 250 researchers from 18 Faculties in the public database/directory, 1647 individuals from community organizations, academia, and government (locally, nationally, and internationally) in our subscriber list, and over 1000 people following our social media accounts. Dozens of undergraduate, graduate, and postdoctoral students have been actively involved from IG’s inception.

The Institute is built on this broad interdisciplinary base and on collective visioning. Fourteen researchers and students from six different Faculties at UAlberta have contributed to shaping a plan for the transition from IG to the Institute. We include the incoming Director of the Institute (Dr. Siobhan Byrne, Arts), the incoming Associate Director (Dr. Samira ElAtia, Campus Saint-Jean) current Director of IG (Dr. Bukola Salami, Nursing), three co-founders and former administrative leads of the IG signature area (Dr. Dia Da Costa, Education and Drs. Sara Dorow and Susanne Luhmann, Arts), the Canada Research Chair in Feminism and Intersectionality (Dr. Shirley Tate, Arts), and a former Canada Research Chair in Gender, Migration and Health (Dr. Denise Spitzer, School of Public Health). Our research engages with intersectional theories, methods, and/or practices to address a diverse array of social questions: global and migrant health,

	<p>land-based relations and resource extraction, the work-family interface, inclusive education, peace and security, movement culture and dance, trauma and memory, and decolonization and anti-racism.</p> <p>In concert with the incoming leadership team (whose bios appear below in section 6), faculty members representing six different Faculties have worked together to produce the Institute proposal. The bios of these members, along with a list of current IG Affiliates (faculty, graduate students, and staff), are found in the Appendices.</p>
4.	<p><u>Provide a statement of the priority of the proposed centre or institute within the overall priorities of the Faculty and/or the University of Alberta. Include a statement of benefits the University of Alberta could expect to receive through creation of the proposed centre or institute, including benefits to students.</u></p> <p>The Institute and UAlberta Institutional Priorities</p> <p>The University of Alberta has formally placed intersectionality at the forefront of its institutional mission. In September 2018, the University announced Intersections of Gender as one of the first three signature research areas, and the institution’s Strategic Research Plan highlights intersectional research. In this vein, President Bill Flanagan singled out the work being done to advance EDI, “particularly in the areas of gender and intersectionality,” during his 2022 State of the University address. Most recently, the Indigenous Strategic Plan, launched in 2022, names “intersectionality/confluence” as one of eleven guiding values and principles, “recognizing the relationship between various constructed categories such as race, gender, sexual orientation, class and all forms of ableism that inform the converging influences of systems of oppression as they occur on Indigenous territory.” Finally, the draft Strategic Research and Innovation Plan (November 2022) names Intersectionality as one of eight priority areas.</p> <p>Establishing the Institute will thus directly fulfill and sustain a recently established UAlberta strategic priority and actualize a range of objectives in its institutional plans. Below we highlight priorities in several key strategic plans that the Institute will enhance and enact.</p> <p>Institutional Strategic Plan:</p> <ul style="list-style-type: none"> ● inclusive community of diverse undergraduate and graduate students (Obj1), and attract and retain a diverse complement of faculty, and non-academic and administrative staff, “to ensure a balanced academy, representative of women, visible minorities, sexual and gender minorities, Indigenous peoples, and people with disabilities” (2.ii and 3.ii) ● foster learning opportunities toward reconciliation (4.i), and celebrate diversity and inclusivity (5.ii) ● engage with government, community, industry, business, and the postsecondary sector to address shared local, provincial, national, and global challenges (16.iii); seek, build, strengthen and sustain external partnerships with multiple stakeholders (18); and identify and demonstrate how university activities intersect with goals and priorities at all levels of government (6.ii)

- facilitate, build, and support interdisciplinary, cross-faculty, and cross-unit engagement and collaboration (17)
- encourage and support fundamental and applied research (11.i) and contributions to all sectors of society (11.ii), and enable UAlberta researchers to succeed and excel (13)
- experience diverse and rewarding learning opportunities (7), create opportunities for lifelong learners (10.ii), foster innovative curriculum development and pedagogy (14.i), and establish mentoring programs (15.ii).

Indigenous Strategic Plan:

- value intersectionality/confluence
- move from “Indigenous inclusion” toward “decolonial indigenization,” working in ongoing partnership and collaboration
- work with Indigenous colleagues and initiatives to create welcoming spaces that aim to support and retain Indigenous students, faculty, and staff
- prioritize ethical, Indigenous community-engaged research.

Faculty of Arts Strategic Plan:

- enable high-quality research and creative activity that contribute to the public good
- encourage and enable increased collaborative and cross-disciplinary research and creative activity
- support and profile research and creative activities that inspire public discussion of complex issues
- enhance supports for the successful pursuit of external funding that contributes to reputation-defining research and creative activities
- encourage community-engaged research and creative activity that extend the reach, effectiveness, benefit and value of our Faculty-community connections.

Benefits to UAlberta

The establishment of the Institute will bring wide-reaching benefits to the research, teaching, and community missions of UAlberta. It will ensure that the institutional commitment to building capacity in intersectional knowledge, research, and teaching is enacted and sustained. This, in turn, will directly enhance the ability of our scholarly work to be shaped and translated for the social benefit of people and communities in Alberta and beyond, including through collaborations across disciplines and Faculties. The Institute will thus enhance the national and international reputation of UAlberta as a leader in uplifting, facilitating, and advancing cross-disciplinary intersectional research and practice.

As the Institute’s reputation grows, so will its ability to fulfill UAlberta’s commitment to attracting and retaining diverse students, postdoctoral fellows, staff, and faculty—people who want to be part of a university where intersectional research and teaching thrive. The Institute will also regularly work with Indigenous initiatives and under the guidance of the Indigenous Strategic Plan. In this way, there are important synergies across EDI, decolonization, and intersectionality that can help address the challenge of transforming our institution. Meetings with Lulu Adam, Coordinator of Student EDI (Dean of Students Office) and with Dr. Carrie Smith, Vice-Provost, EDI in fall 2022 generated fruitful

conversations about how the Institute and their offices can collaborate to benefit the whole of the University of Alberta community.

Benefits to Students

Students at all levels are a core beneficiary of the work of the Institute. The development of courses, workshops, internships, and a graduate Certificate in Intersectionality will give students skills in deploying intersectional theory and practice in multiple academic and professional settings. These activities will directly contribute to institutional efforts to foster work-integrated learning. Participation in vibrant ongoing knowledge exchange within the larger Institute community and interactions with knowledgeable faculty and instructors across disciplines will also provide invaluable opportunities for student learning and mentorship. The Institute will also broadly contribute to making UAlberta an attractive, supportive, and inclusive place for students to learn and engage.

Benefits to Researchers

The work of the Institute will serve scholars across all ranks, helping them to grapple with intersectional approaches and knowledges and to build these into and/or find connections across all aspects and stages of their research. Knowledge exchange activities will feed intellectual growth while also supporting practical activities such as research proposals, community and international partnerships, and engagements with training and mentoring. They will also continue the work of IG in fostering scholarly and professional collaborations and networks across disciplines, across communities, across Canada, and across the globe.

Benefits to Communities

The Institute approaches intersectionality as a set of concepts, methods, and sensibilities that are both accountable and applicable to community needs and relationships. It emphasizes community-partnered research relationships and community-oriented learning and training. This work not only recognizes and elevates community strengths and expertise but seeks to enhance wellbeing and inclusion and to support Indigenous voices and relationships. These communities include non-profit and grassroots organizations, government bodies, private sector entities, and, more generally, diverse publics.

5. **Provide a description of the proposed centre/institute governance structure/reporting lines. Include a diagram of organizational structure.**

We will use an inclusive governance approach, which ensures that we engage diverse stakeholders, centralize intersectionality in our approach, and are accessible and accountable to communities. We will engage in yearly stakeholder events to ensure continuous engagement and feedback from communities, service providers, policy makers, employers and other relevant partners to ensure that our ongoing work and strategic plan are responsive to their needs, especially for equity deserving groups.

The Institute will be led by a Director and an Associate Director (or two Associate Directors) who will divide administrative responsibilities among themselves. The Director will be responsible for final decisions and division of duties.

	<p>The Director(s) and Associate Director(s) will be appointed by the Dean of Arts (administrative home of the Institute) based on the recommendation of the Administrative Board and in consultation with the Deans of other home Faculties. Appointment will normally be for three years and renewable. The Director(s) and Associate Director(s) must be tenured or tenure-track Faculty Members in one or more of the affiliated faculties of the Institute. Normally, they will be from different Faculties. Equity, Diversity, and Inclusion will serve as important considerations for the selection of the Director and Associate Director positions.</p> <p>An Administrative Board will be responsible for reviewing and approving overall program and budget plans. They will meet at least once annually, more frequently as needed, and will be made up of the Director, Dean/delegate from Arts, Dean/delegate from Education, and one researcher who also sits on the Research Committee.</p> <p>An Advisory Council will have responsibility to advise and set strategic direction for the Institute. The Council will normally meet twice per academic year. Membership on the committee will be for three years and renewable and will be staggered to ensure carryover. Council members will include:</p> <ul style="list-style-type: none"> ● IIR/IRI Director ● IIR/IRI Associate Director(s) ● 3 Associate Deans Research or other faculty representative from among the seven Colleges and stand-alone Faculties at the University ● 1 representative from each of the four Subcommittees (if not represented elsewhere on the Council) ● 1 Graduate Student / Postdoctoral Fellow ● 1 Community Service Provider Partner ● 1 Government Representative/Policy maker ● 1 internationally recognized researcher external to UAlberta <p>The Advisory Council will receive input and recommendations from the Research Committee, Community Engagement Committee, Learning and Education Committee, and Fundraising Committee. Each of these committees will meet at least twice each year and provide input to the advisory Council. Please see Appendix A for organizational and governance charts and draft terms of reference .</p> <p>We will ensure that EDI principles are embedded into the terms of reference for all committees, selection processes, and ongoing decision-making and deliberation. All Institute committees will be diverse and represent major Federally designated equity deserving groups including Indigenous people, racialized and/or visible minorities, women, people with disabilities and members of LGBTQ2+ populations.</p>
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6.	<p><u>Provide a statement of the role and qualifications of the centre/institute lead of the proposed centre or institute.</u></p> <p>The inaugural Director of the Institute will be Dr. Siobhan Byrne, Associate Professor and Director of the Peace and Post-Conflict Studies Certificate in the Department of Political</p>
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	<p>Science, Faculty of Arts. Dr. Byrne’s research and teaching are in gender, politics, conflict, and security, often with an intersectional lens. Her primary research areas include feminist anti-war activism and peacebuilding in societies transitioning from conflict. Dr. Byrne has been invited to speak at Hebrew University, University of Toronto, and University College Dublin, among others. Dr. Byrne has broad experience in leadership and administration. In addition to directing the highly successful Peace and Post-Conflict Studies Certificate for over a decade, she has served as Associate Chair (Graduate) in her department, a member of the Board of Directors of the Canadian Political Science Association, a conference and workshop organizer, and an award adjudicator for the Social Sciences and Humanities Research Council and the Faculty of Arts. Dr. Byrne’s work has appeared in the <i>International Feminist Journal of Politics</i>, <i>International Political Science Review</i>, <i>International Peacekeeping</i>, and elsewhere. She is co-editor of the volume <i>Power-Sharing Pacts and the Women, Peace and Security Agenda</i> (Routledge) and is currently completing a book manuscript with Allison McCulloch titled <i>Gender, Peace, and Power-Sharing</i> (University of Toronto Press).</p> <p>Dr. Samira ElAtia will serve as Associate Director of the Institute. Dr. ElAtia is Professor of Education and Associate Dean of Research, Graduate Studies, and Internationalization at Campus Saint-Jean. She specializes in the evaluation of competencies and language assessment. Her research interest focuses on issues of bias and fairness in assessment, especially in bilingual contexts. She has served on experts' panels of several international testing agencies: Educational Testing Services in the US, Pearson Education in the UK, The International Baccalaureate Organization, Chambre du commerce et de l’industrie of Paris, and Centre international des études pédagogiques of the Ministry of Education in France, Duolingo in the U.S., and Ministry of Education in the United Arab Emirates. She is past president of the Canadian Association of Language Assessment. Dr. ElAtia is the author of two books-- <i>L’éducation supérieure et dualité linguistique dans l’Ouest canadien: défis et réalités</i> (Presses de l’Université Laval) and <i>Data Mining and Learning Analytics in Educational Research</i> (Wiley & Blackwell), with a third under review. She has published more than forty peer-reviewed articles and book chapters.</p>
7.	<p><u>Employees</u></p> <ul style="list-style-type: none"> a) Provide a statement of the employment status of employees (i.e., are they University of Alberta employees b) Specific source(s) of any “University funding” must be identified c) Personnel expenditures must include adequate provisions for benefit costs, salary settlements, and other escalating factors. <p>The Director and Associate Director will be University employees (full-time continuing faculty). Their roles with the Institute will be covered by course releases/variations of duty (see Sec 8 for more information). While core staffing support is an important foundational piece of any Institute’s sustainability, the Institute will build toward longer-term full-time staffing over several years. In the first 2-3 years, non-faculty employees will include graduate research assistants employed through the University of Alberta. These are funded by the Faculties of Arts, Education, and Engineering, and by Campus Saint-Jean. The Faculty of Native Studies will provide GRAs as their annual budget allows. Working with GRAs is</p>

	<p>not only an important part of the Institute’s mandate around training and mentoring, but also supports the early work of the Institute—research, speaker series, curriculum development, translation, community engagement—as we “scale up” toward more full-time staff (i.e. a program coordinator and a research associate). As reflected in Section 8 and the attached spreadsheet (Appendix D), all personnel expenditures include adequate provisions for benefit costs and other escalating factors.</p>
8.	<p><u>Financial Plan</u></p> <ol style="list-style-type: none"> a) Include key sources of operating funds, and include revenue sources and expenditures for [ideally] 5 years projected. b) State specific source(s) of any “University funding” c) Provide a plan for the sustainable funding of the operation of the centre or institute (salaries, equipment and maintenance, IT support [data mgmt, web design, etc.] d) Escalation factors must be built into expenditure projections (i.e. escalation due to inflation, future salary settlements, etc.) e) If in-kind support is identified, the specifics of that support must be listed separately. <p><i>Introduction</i></p> <p>Since 2018, Intersections of Gender has been funded through signature area funding (UAlberta VPRI) and a \$100,000 KIAS Research Cluster Grant. Since late 2021, when it was announced that funding would end on March 31, 2023, Intersections of Gender has redoubled its efforts to build capacity and ensure long-term sustainability as we seek to transition to an Institute. IG began in earnest to apply for external funding, hired a full-time Research Associate to help achieve this goal, and began conversations across Faculties and units at UAlberta to secure new sources of support and revenue generation.</p> <p>We have: 1) successfully applied for 5 new grants (from Worldwide Universities Network, WAGE Canada, CIHR, and SSHRC) totaling nearly \$150,000 and 2) submitted or are in the process of submitting grants totaling more than \$3 million (SSHRC – Partnership and Partnership Development Grant; WAGE - Promising Practices in Addressing Gender-Based Violence). We also await news on several other proposals:</p> <ul style="list-style-type: none"> ● a \$7 million proposal to the Federal Government (WAGE) for the Institute that has thus far been received positively ● results (April 2023) on a \$125 million CFREF grant in which the Institute has the potential to play a major role, garnering several hundred thousand dollars to support the project’s EDI action plan ● a crowdfunding effort through Advancement (initial goal of \$25,000). <p>The revenue sources provided in this section (and attached budget Appendix D) include:</p> <ul style="list-style-type: none"> ● funding support secured from UAlberta Faculties and other units for Years 1-5 ● current research funding that carries over into Year 1 of the Institute ● anticipated funding from external research funders for Years 1-5 and beyond ● anticipated funding from government bodies for Years 1-5 ● anticipated funding from donations and foundations (via UAlberta Advancement) for Years 1-5 and beyond ● estimated revenue generated through Continuing Ed (microcredentialing)

A) Key Sources of Operating Funds & B) University Funding

Confirmed and anticipated operating funds over the next few years derive from both UAlberta and external sources (research bodies, government, industry, charitable). In keeping with our multiple-Faculty model and university-wide mandate, sources of University funding come from five Faculties, with Arts, Education, and Campus Saint-Jean playing key roles in the establishment of the Institute. *Please see budget in Appendix D.* The majority of operating funds are devoted to personnel: Director, Associate Director, and other temporary staff (including a part-time Research Associate, graduate students, and part-time administrative support). By Year 3 or 4 we plan to expand to a full-time Research Associate and at least a half-time Program and Research Administrator.

- The Director and Associate Director will receive teaching variances offered by units at UAlberta. The Faculty of Arts is contributing 2 HCE in Years 1-5, and the Faculty of Education will provide 2 HCE when an associate director from Education is appointed. The Institute will, where relevant, seek matching HCE from the department homes of the leadership team, and will seek further matching HCE with large grant applications. **[confirmed \$22,000 - \$48,000/year]**
- Graduate Assistants (to support programming and activities) will be funded by several units. Education will contribute \$12,000 in Years 2 and 3. In Years 1-2, Engineering will provide \$15,000/year to hire a GRA to co-lead the development of intersectional modules (concepts, case studies, etc.) for STEM courses; Education will match Year 1 at \$15,000 and Arts (including Political Science) will match Year 2 at \$15,000. In addition, Native Studies has pledged to provide GRAships on an annual basis as they are able. **[confirmed \$30,000 - \$45,000 in Years 1-3]**
- A Research Associate (research management, grant writing, translating research into training and courses) – part-time moving to full-time -- will be funded via both internal and external funding: a VPRI subgrant, a major SSHRC grant, and a submission to the Federal Government. **[est. \$31,000 - \$85,000 in Years 1-5]**
- A Research & Program Coordinator (to support research, programming, communications, etc.) will be funded as funds allow. The Institute is building some staff support into larger grant applications (e.g. SSHRC Partnership Grant) for subsequent years, but we will also continue to seek staffing support at UAlberta to ensure institutional buy-in is clear to external funders. The Provost's Office has indicated the possibility of a quarter-by-quarter commitment. **[est. \$10,000/year in Years 1-2; est. \$30,000 - \$60,000/year in Years 3-5 from other sources]**

Basic operational support will be provided through the Faculty of Arts, the main administrative home to the Institute, and through components of external funding.

- Space, a phone line, and basic communications subscriptions will be provided by the Faculty of Arts, valued at approximately \$50,000/year in Years 1-5.
- Equipment and maintenance – supported through large external grants such as the Partnership Grant and/or Federal Government grant.

- *In-kind support* will be provided via the Arts Collaboratory Enterprise and Arts Administration (financial, HR, and event support) and through matching external funding partnerships with the Arts Resource Centre (technical support), estimate of \$10,000 - \$25,000/year in Years 1-5.

Other University Funds (non-operational):

- One undergraduate research award annually (\$5000) for an Education student to work alongside a scholar from any faculty whose research is situated within or contributing to the Institute - a contribution from the Faculty of Education.
- Two graduate scholarships (\$5000 each) for Faculté Saint-Jean graduate students who work on issues relating to intersectional gender issues. These students will also contribute to bilingual translation in support of the Institute.

In addition, the Institute will begin by Year 2 to *generate revenue* via micro-credential and non-credit opportunities for industry, business, and government organizations, working with Continuing Education on a development- and revenue-sharing basis. **[est. \$8,000 in Year 2, increasing to \$30,000 by Year 5]**

C) Plan for Sustainable Funding – Operations

The Institute has secured funding support from UAlberta Faculties and units totaling more than \$250,000 in cash and \$125,000 in in-kind contributions for Years 1-5. Below are the amounts confirmed for Years 1-3 (*see budget Appendix D for full budget*):

Year 1: \$22,000 Fac Arts; \$15,000 Fac Education; \$15,000 Fac Engineering; \$31,125 VPRI sub-grant; Fac Arts in-kind space & support \$60,000

Year 2: \$22,000 Fac of Arts; \$34,000 Fac Education; \$15,000 Fac Engineering; Fac Arts in-kind space and support \$60,000

Year 3: \$23,000 Fac Arts; \$35,000 Fac Education; Fac Arts in-kind space & support \$60,000

The above will be supplemented by anticipated annual revenue generated through Continuing Education micro-credentials (described above), which we anticipate will over time generate some \$30,000/year.

This funding is enough to guarantee basic operations and modest but generative programming in Years 1-3. By funding a Research Coordinator, a Postdoctoral Fellow, and other temporary personnel that support research grants and the creation of revenue-generation opportunities, the Institute will be able to continue to successfully attract outside funding to sustain its mission. Additional funds will be secured through external grants and partner-matching to provide sustainable funding into Years 4 and beyond. Our budget includes several grants and advancement opportunities from which we anticipate garnering funds to support the basic operational work of the institute:

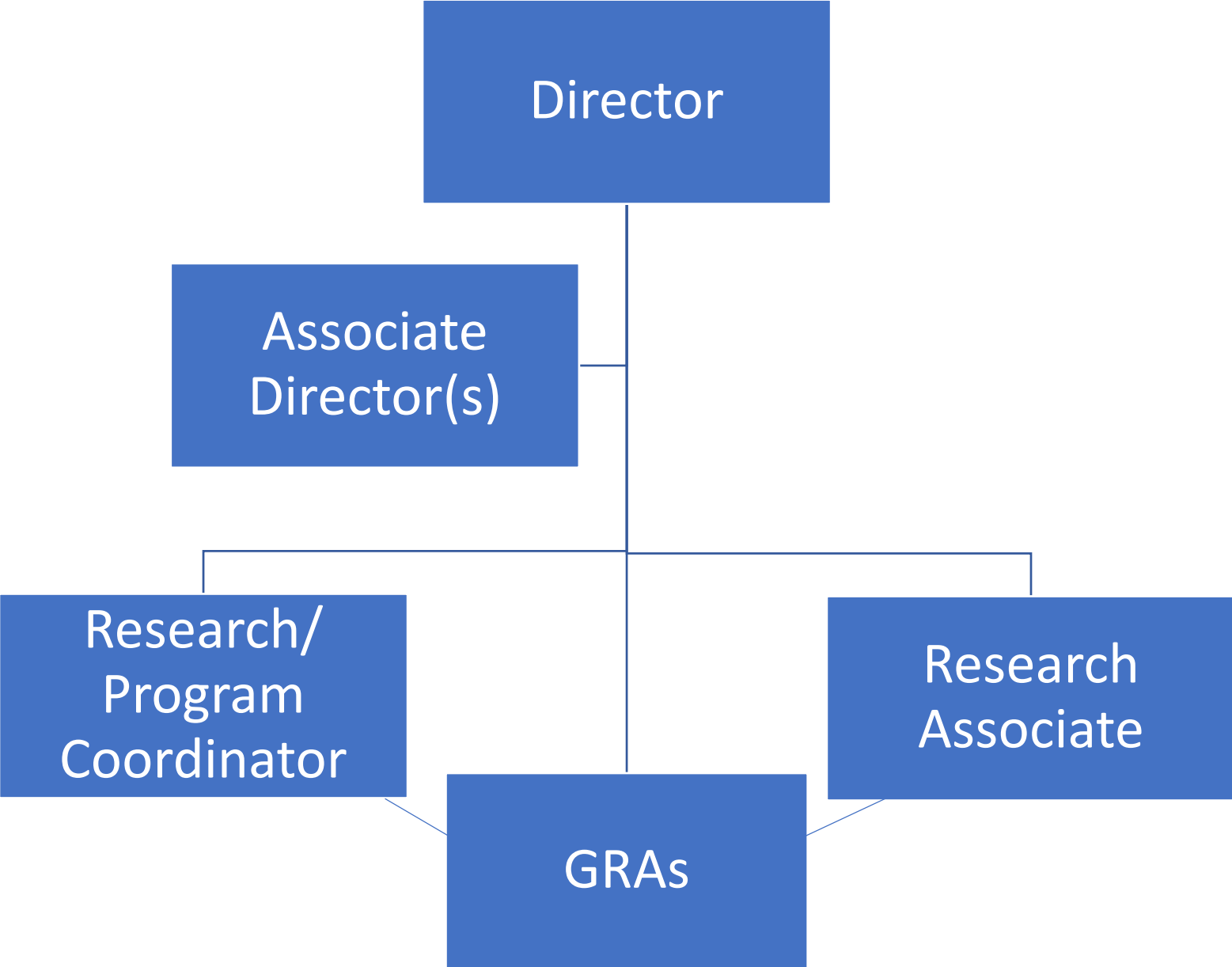
- SSHRC Partnership Grant (\$200,000/year starting in Year 2 or 3)
- Edmonton Community Foundation (\$30,000 in Year 2)
- McConnell Foundation (\$50,000 over Years 2-4)
- AB Government grant, such as the Civil Society Fund (\$50,000/year in Years 4-5)

	<p>In addition, and as described above in the introduction to the section, we await news regarding our major \$7 million proposal to the federal government and on the Institute’s potential role in an upcoming \$125 million CFREF grant.</p> <p>At even a modest success rate, the above funding opportunities will provide sustainability for the Institute. At the same time, we anticipate that UAlberta will ensure institutional commitment by continuing to provide HCE support for the Institute leadership and basic administrative and technical support, including as part of partnership matching with external funding applications.</p> <p>In sum, we will scale up activities accordingly, focusing in Years 1-2 on securing new funding, building up intersectional training and curriculum, and building networks through low-cost and partnered outreach and events. By Year 3 we expect the Institute to have enough funding to formally establish the Social Change Hub; carry out larger Knowledge Creation Exchange events, such as an international conference and visiting scholar program; and scale up micro-credentialing and curricular modules into a regular workshop series and Certificate opportunities.</p>
9.	<p><u>Space Requirements.</u></p> <p>Space required? YesXX No <input type="checkbox"/></p> <p>If “Yes” selected, complete the following:</p> <p>XX On-site at the University of Alberta</p> <p><input type="checkbox"/> Awaiting allocation</p> <p><input type="checkbox"/> Rent/lease required</p> <p>If rent/lease is required, has this been budgeted for? Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p> <p>Is funding required? Yes <input type="checkbox"/> No XX Reasons: The Faculty of Arts is contributing space to house the Institute.</p> <p>Address the following questions:</p> <p>a) If rent/lease or license is required, what is the University of Alberta’s commitment? N/A</p> <p>b) If new space or modifications to existing space are required, has Facilities and Operations been contacted and has this been included in the budget? N/A</p>
10.	<p><u>Potential Risks to the University of Alberta</u></p> <p>a) State any reputational, financial, and/or operational risks to the University of Alberta.</p> <p>b) Outline plans to mitigate/manage those risks.</p> <p>c) Risk Management Services may be consulted.</p> <p>There may be financial risks to the University of Alberta (including the Faculty of Arts) if operational and program spending exceeds the funding available. This will be mitigated by appropriate training of staff to follow UAPPOL protocols, regular financial oversight by the Director and advisory board, and the regular engagement of mentorship and guidance of the Senior Officers of the Faculty of Arts when necessary.</p>

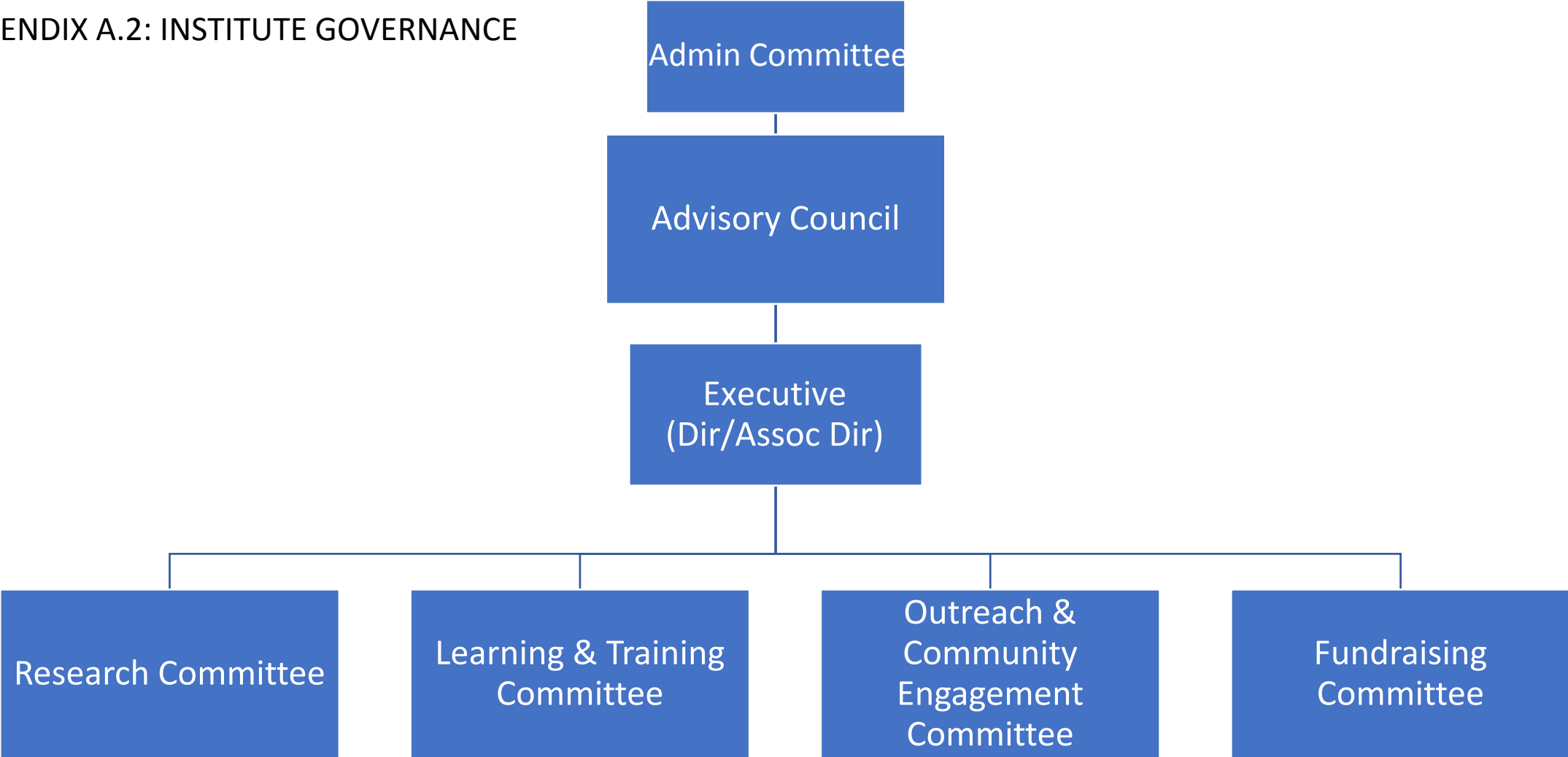
11.	<p><u>Annual Reporting and Strategic Review: In accordance with UAPPOL Policy</u></p> <p>a) State a provision for annual reporting to the Reporting Dean b) State a provision for annual reporting to the Office of the Provost c) State a provision for strategic and operational review by the Reporting Dean (or delegate) at no less frequency than every five years.</p> <p>In accordance with UAPPOL Policy there will be annual reporting to the Dean of Arts. These reports will be forwarded to the Office of the Provost as well as other Faculties with whom the Institute has an established relationship and from whom the Institute received funding. The Dean of Arts will make provisions for a strategic and operational review with no less frequency than every five years.</p>
12.	<p><u>Intellectual Property (IP) and Copyright</u></p> <p>a) Will any copyright or patentable IP be created, and if so, how will it be handled? b) How will ownership and commercialization of IP be handled?</p> <p>Copyright, ownership, and commercialization of IP will be created in accordance with UAPPOL policy and best practices.</p>
13.	<p><u>Termination Plan/Provisions</u></p> <p>a) Exigency plan for termination: If physical and/or financial resources will remain upon termination, a plan for consultation with donors or agencies associated with the centre or institute must be included in the dissolution plan.</p> <p>If it becomes necessary, termination of the Institute will be done on the recommendation of the Dean of Arts in accordance with UAPPOL policy.</p>
14.	<p><u>Letters of Support:</u> Attach letters from relevant on- and off-campus sources <u>Attached in Appendix E</u></p>
15.	<p>Provide, if applicable, any <u>agreements and/or memoranda of understanding between the University of Alberta and its partner(s)</u> to establish, fund and operate the proposed academic centre or institute.</p>

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APPENDIX A.1: INSTITUTE ORG STRUCTURE



APPENDIX A.2: INSTITUTE GOVERNANCE



APPENDIX A.3: Terms of Reference

IIR/IRI ADMINISTRATIVE BOARD TERMS OF REFERENCE

Vision and Mandate of the Institute

The Institute for Intersectional Research/Institut de Recherche Intersectionnelle is an interdisciplinary hub devoted to advancing and mobilizing intersectional approaches to research, teaching, policy, and practice. Our goal is to foster and enact intersectional understanding of, and responses to, social, health, economic, cultural, and political inequities. We strive to do so across diverse academic and non-academic communities, including researchers, students, businesses, industry, policymakers, and social organizations; in conversation with multiple feminist perspectives; and in ongoing relationships with Indigenous and decolonizing initiatives.

Administrative Board Role

The IRI administrative board will have responsibility to set strategic directions for the Institute. Duties of the administrative board include

- Recommend and provide first-stage approval of directors or co-directors to the Institute; Equity, Diversity and Inclusion will serve as important considerations for the selection of IRI leadership roles.
- Provide direction to Institute leadership (director / co-director) in relation to broader institutional goals
- Review the annual budget and annual plan prior to submission to the Dean of Arts

Membership

Membership of the board will be for three years and renewable, and will be staggered to ensure continuity. Committee members will include:

- Institute Director(s) and Associate Director(s)
- Dean/delegate from the Faculty of Arts
- Dean/delegate from the Faculty of Education
- One faculty representative from the Research Committee

The Dean of Arts or delegate will chair board meetings.

Decision Making

Decision making will be by consensus. If a consensus cannot be reached and a vote is required, all members (except the Director and/or co-Director) have voting rights, with the Director casting the deciding vote in the event of a tie.

Meetings

Meetings are to be called annually, normally in January or February (prior to the beginning of the next fiscal year).

Minutes

Minutes shall be taken by the program personnel of the Institute and distributed to members prior to the next meeting.

IIR/IRI ADVISORY COUNCIL TERMS OF REFERENCE

Vision and Mandate of the Institute

The Institute for Intersectional Research/Institut de Recherche Intersectionnelle (IIR/IRI) is an interdisciplinary hub devoted to advancing and mobilizing intersectional approaches to research, teaching, policy, and practice. Our goal is to foster and enact intersectional understanding of, and responses to, social, health, economic, cultural, and political inequities. We strive to do so across diverse academic and non-academic communities, including researchers, students, businesses, industry, policymakers, and social organizations; in conversation with multiple feminist perspectives; and in ongoing relationships with Indigenous and decolonizing initiatives.

Advisory Council Role

The IRI advisory council will have responsibility to advise strategic direction for the Institute. Roles of the advisory council include:

- Recommend directors or co-directors to the Institute
- Provide direction and advice to leadership (director / co-director) on Institute programs, activities, and partnerships
- Guide the strategic direction of the Institute
- Advocate for and support the work of the Institute
- Make recommendations on Institute budget and planning

Membership

Members of the advisory council include internal and external stakeholders who are able to support the Institute in achieving its mandate and strategic directions. Members will be invited by the Dean of the home Faculty upon recommendation of the advisory council. Membership of the committee will be for three years and renewable, and will be staggered to ensure continuity.

Council members will include

- IIR/IRI Director
- IIR/IRI Associate Director(s)
- 3 Associate Deans Research or other faculty representative from among the seven Colleges and stand-alone Faculties at the University
- 1 representative from each of the four Subcommittees (if not represented elsewhere on the Council)
- 1 Graduate Student / Postdoctoral Fellow
- 1 Community Service Provider Partner
- 1 Government Representative/Policymaker
- 1 internationally recognized researcher external to UAlberta

The Director or Co-Director of the Institute for Intersectionality will chair advisory council meetings and report to the Dean of the main administrative home. Equity, Diversity and Inclusion will serve as important considerations for the selection of the Director.

Decision Making

Decision making will be by consensus. If a consensus cannot be reached and a vote is required, all members (except the Director and/or co-Director) have voting rights, with the Director casting the deciding vote in the event of a tie.

Meetings

Meetings are to be called at the discretion of the Director or co-Director, at least two times a year. The meeting agenda is to be developed by the Director or co-Director who also chairs the meetings. At least 50% of members need to be present to have quorum.

Minutes

Minutes shall be taken by the program personnel of the Institute and distributed to members prior to the next meeting.

IIR/IRI COMMUNITY ENGAGEMENT COMMITTEE TERMS OF REFERENCE

Vision and Mandate of the Institute

The Institute for Intersectional Research/Institut de Recherche Intersectionnelle is an interdisciplinary hub devoted to advancing and mobilizing intersectional approaches to research, teaching, policy, and practice. Our goal is to foster and enact intersectional understanding of, and responses to, social, health, economic, cultural, and political inequities. We strive to do so across diverse academic and non-academic communities, including researchers, students, businesses, industry, policymakers, and social organizations; in conversation with multiple feminist perspectives; and in ongoing relationships with Indigenous and decolonizing initiatives.

Role

The responsibilities of the community engagement committee include:

- support the Institute in maintaining positive relationship with communities and partners
- advise on strategies for community engaged research and training/learning
- inform the direction of the Institute to ensure responsiveness to community needs
- advise on emerging community needs, risks, and assets

Membership

Members of the community engagement committee include internal and external stakeholders who are able to support the Institute in achieving its mandate and strategic directions.

Members will be invited by the Director or Associate Director upon recommendation of the advisory council or community engagement committee. The committee will include at least:

- Institute Director or Associate Director (co-chair)
- 2 faculty members
- 3 external stakeholders (including members of equity seeking communities) (1 co-chair)
- 1 student.

Membership of the committee will be for three years and renewable, and will be staggered to ensure continuity. Equity, Diversity and Inclusion will serve as important considerations for the selection of the Director.

Decision Making

Decision making will be by consensus. If a consensus cannot be reached and a vote is required, all members (except the Director and/or Associate Director) have voting rights, with the Director or Associate Director casting the deciding vote in the event of a tie.

Meetings

Meetings are to be held at least twice a year. The meeting agenda is to be developed by one or both co-chairs. At least 50% of members need to be present to have quorum.

Minutes

Minutes shall be taken by the program personnel of the Institute and distributed to members prior to the next meeting.

IIR/IRI FUNDRAISING COMMITTEE TERMS OF REFERENCE

Vision and Mandate of the Institute

The Institute for Intersectional Research/Institut de Recherche Intersectionnelle is an interdisciplinary hub devoted to advancing and mobilizing intersectional approaches to research, teaching, policy, and practice. Our goal is to foster and enact intersectional understanding of, and responses to, social, health, economic, cultural, and political inequities. We strive to do so across diverse academic and non-academic communities, including researchers, students, businesses, industry, policymakers, and social organizations; in conversation with multiple feminist perspectives; and in ongoing relationships with Indigenous and decolonizing initiatives.

Role

The role of the fundraising committee is to collaborate with the Office of Advancement and other relevant stakeholders to raise funds for the Institute and to support the financial sustainability of the Institute.

Membership

Members of the fundraising committee include internal and external stakeholders who are able to support the Institute in achieving its mandate and strategic directions. Members will be invited by the Institute Director or Associate Director upon recommendation of the advisory council or fundraising committee. The Fundraising Committee will include at least

- Institute Director or Associate Director (co-chair)
- 2 faculty/instructor members (co-chair)
- 2 external stakeholders
- 1 student
- 1 staff member

Membership of the committee will be for three years and renewable, and will be staggered to ensure continuity. Equity, Diversity and Inclusion will serve as important considerations for the selection of the Director.

Decision Making

Decision making will be by consensus. If a consensus cannot be reached and a vote is required, all members (except the Director and/or Associate Director) have voting rights, with the Director or Associate Director casting the deciding vote in the event of a tie.

Meetings

Meetings are to be held at least twice a year. The meeting agenda is to be developed by one or both co-chairs. At least 50% of members need to be present to have quorum.

Minutes

Minutes shall be taken by the program personnel of the Institute and distributed to members prior to the next meeting.

IIR/IRI LEARNING & EDUCATION COMMITTEE TERMS OF REFERENCE

Vision and Mandate of the Institute

The Institute for Intersectional Research/Institut de Recherche Intersectionnelle (IIR/IRI) is an interdisciplinary hub devoted to advancing and mobilizing intersectional approaches to research, teaching, policy, and practice. Our goal is to foster and enact intersectional understanding of, and responses to, social, health, economic, cultural, and political inequities. We strive to do so across diverse academic and non-academic communities, including researchers, students, businesses, industry, policymakers, and social organizations; in conversation with multiple feminist perspectives; and in ongoing relationships with Indigenous and decolonizing initiatives.

Role

The role of the learning & education committee is to inform the development of training and educational activities for students and other vital stakeholders.

Membership

Members of the learning & education committee include internal and external stakeholders who are able to support the Institute in achieving its mandate and strategic directions. Members will be invited by the Institute Director or co-Director upon recommendation of the administrative or education committee. The Education Committee will include at least

- Institute Director or Associate Director (co-chair)
- 2 faculty/instructor members (one co-chair)
- 2 external stakeholders
- 2 students
- 1 staff member from the University engaged in pedagogy support.

Membership of the committee will be for three years and renewable, and will be staggered to ensure continuity.

Decision Making

Decision making will be by consensus. If a consensus cannot be reached and a vote is required, all members (except the Director or Associate Director) have voting rights, with the Director or Associate Director casting the deciding vote in the event of a tie.

Meetings

Meetings are to be held at least twice a year. The meeting agenda is to be developed by one or both co-chairs. At least 50% of members need to be present to have quorum.

Minutes

Minutes shall be taken by the program personnel of the Institute and distributed to members prior to the next meeting.

IIR/IRI RESEARCH COMMITTEE TERMS OF REFERENCE

Vision and Mandate of the Institute

The Institute for Intersectional Research/Institut de Recherche Intersectionnelle (IIR/IRI) is an interdisciplinary hub devoted to advancing and mobilizing intersectional approaches to research, teaching, policy, and practice. Our goal is to foster and enact intersectional understanding of, and responses to, social, health, economic, cultural, and political inequities. We strive to do so across diverse academic and non-academic communities, including researchers, students, businesses, industry, policymakers, and social organizations; in conversation with multiple feminist perspectives; and in ongoing relationships with Indigenous and decolonizing initiatives.

Role

The responsibilities of the research committee include:

- Develop and advise on research direction for the Institute
- Identify areas for strategic research focus
- Review and recommend research funding opportunities
- Provide methodological and content insight to research proposals

Membership

Members of the research committee include internal and external stakeholders who are able to support the Institute in achieving its mandate and strategic directions. Members will be invited by the Institute Director or Associate Director upon recommendation of the administrative council or research committee.. The research committee will include at least:

- Institute Director or Associate Director (co-chair)
- 3 professors (one co-chair): 1 Assistant, 1 Associate, and 1 Full
- 1 Student
- 2 Community research partners

Membership of the committee will be for three years and renewable, and will be staggered to ensure continuity. Equity, Diversity and Inclusion will serve as important considerations for the selection of the Director.

Decision Making

Decision making will be by consensus. If a consensus cannot be reached and a vote is required, all members (except the Director and/or Associate Director) have voting rights, with the Director or Associate Director casting the deciding vote in the event of a tie.

Meetings

Meetings are to be held at least twice a year. The meeting agenda is to be developed by one or both co-chairs. At least 50% of members need to be present to have quorum.

Minutes

Minutes shall be taken by the program personnel of the Institute and distributed to members prior to the next meeting.

APPENDIX B - PROPOSAL DEVELOPMENT GROUP

Dr. Bukola Salami, Professor, Department of Nursing; Director, Intersections of Gender, University of Alberta

bukola.salami@ualberta.ca

Dr. Salami is Professor of Nursing, University of Alberta. She has a Masters in Nursing and a PhD from the University of Toronto. Since she joined the University of Alberta in January 2014, she has been involved in over 80 research projects with funding from national and international agencies. She has published over 90 papers in peer reviewed journals over the last 7 years. These lines of work have produced important insights including the role of gender relations and race in the experience and outcomes of Black children with single mothers. Her work with temporary foreign workers (TFWs) illustrated how gender intersects with immigration status and class status to influence the health decisions of TFWs, including reproductive health decisions. Dr. Bukola has provided consultations to policy makers and practitioners at local, provincial, and national levels. For example, she was invited to present to the federal government on how to improve the lives of Black Canadians and ensure adequate response to the COVID-19 pandemic among this population. Her work on mental health of Black youths contributed to the creation of a mental health clinic for Black populations in Alberta. In 2020, Dr. Bukola founded the Black Youth Mentorship and Leadership Program at the University of Alberta with the support of 15 Black faculty members. In 2018, she created the African Child and Youth Migration Network, a network of 40 researchers across the globe focused on African child and youth migration. In addition, she is the co-chair of the health caucus of the Black Opportunities Fund, a national initiative to raise funds to address anti-Black racism in Canada. As an Associate Editor of the Canadian Medical Association Journal, she provides expertise on critical race theory and intersectionality. She has mentored several students and early career researchers, some of whom are currently tenure track faculty members. She has received several awards for research excellence and community engagement.

Dr. Sara Dorow, Professor, Department of Sociology; Associate Director, Intersections of Gender, University of Alberta

sdorow@ualberta.ca

Sara Dorow researches and teaches in the areas of gender and family, migration and mobile work, globalization, and qualitative methodologies. A sociologist with strong interdisciplinary training, she has directed a series of research projects that foreground gender intersectional and narrative approaches to understanding community, transnational migration and family formation, mobile work experiences, and work-life identities. Over the last fifteen years she has focused these interests on the oil sands region of northern Alberta. She is currently working with an interdisciplinary team, including a professional photographer, to create a multi-media collection about the meaning of work and to develop intersectional and decolonial approaches to story. Sara has previously served in a variety of administrative roles at UAlberta, including Founding Director of the Community Service-Learning Program and Chair of the Department of Sociology. She was a co-founder of Intersections of Gender, for which she and her colleagues received the AWA Woman of the Year Award.

Dr. Denise L. Spitzer, Professor, School of Public Health, University of Alberta; Adjunct Professor, Institute of Feminist and Gender Studies, University of Ottawa
spitzer@ualberta.ca

Denise L. Spitzer PhD is a Professor in the School of Public Health at the University of Alberta and an Adjunct Professor in the Institute of Feminist and Gender Studies at the University of Ottawa, where, from 2005-2015, she was the Canada Research Chair in Gender, Migration and Health and Principal Scientist in the Institute of Population Health. In addition to undergraduate studies in Biology, Chinese Language, and Music, she holds a Master's degree and doctorate in Anthropology from the University of Alberta. Engaging in participatory research with migrant communities around the world and the recipient of 41 research grants as principal investigator and 39 as co-investigator, Dr. Spitzer is interested in examining how global processes, mediated through intersectionality, are implicated in health and wellbeing.

Dr. Janice Miller-Young, Professor, Mechanical Engineering, Faculty of Engineering
jmilleryoung@ualberta.ca

Janice Miller-Young, PhD., P.Eng., is a Professor in Mechanical Engineering but worked in multidisciplinary spaces in higher education from 2011-2020. She has served as the Academic Director of the University of Alberta's Centre for Teaching and Learning and conducts research on both student and faculty learning and teaching in engineering and interdisciplinary contexts. As a female in engineering, she is particularly interested in understanding the experiences of students from underrepresented groups in engineering, and applying EDI and social justice lenses to engineering education.

Dr. Pirkko Markula, Professor, Faculty of Kinesiology, Sport, and Recreation; Associate Dean, Research, Faculty of Kinesiology, Sport, and Recreation, University of Alberta
markulad@ualberta.ca

Pirkko Markula is a professor of socio-cultural studies of physical activity at the University of Alberta, Canada. Her research interests include analyses of gender in dance, exercise, and sport in which she has employed several theoretical lenses ranging from critical, cultural studies research to Foucault and Deleuze. She is also a contemporary dancer and choreographer. She is the author of *Deleuze and the Physically Active Body* (Routledge, 2019), co-author, with Michael Silk, of *Qualitative Research for Physical Culture* (Routledge, 2011), co-author with Richard Pringle, of *Foucault, Sport and Exercise: Power, Knowledge and Transforming the Self* (Routledge, 2006).

Dr. Shirley Anne Tate, Professor, Department of Sociology; Canada Research Chair Tier 1 in Feminism and Intersectionality, University of Alberta
shirleya@ualberta.ca

Dr. Shirley Anne Tate is Professor of Sociology and Canada Research Chair Tier 1 in Feminism and Intersectionality at the University of Alberta. Her area of research is Black diaspora studies broadly, and her research interests are institutional racism, the body, affect, beauty, hybridity, "race" performativity and Caribbean decolonial studies while paying attention to the intersections of "race" and gender. Her current research project is on antiracism and

decolonization in universities. She is Honorary Professor, Nelson Mandela University, South Africa, and affiliated to CriSHET, and Visiting Professor in CRED, Leeds Beckett University, UK.

Dr. Susanne Luhmann, Faculty of Arts - Women's & Gender Studies; Inaugural Director, Intersections of Gender, University of Alberta

luhmann@ualberta.ca

Susanne Luhmann is Associate Professor in the Department of Women's and Gender Studies at the University of Alberta. From 2018 to 2020, she was the inaugural Director of Intersections of Gender, Signature Area of Research and Teaching at the University of Alberta, Office of the Vice President (Research and Innovation). She has teaching and research interests related to the institutionalization of intersectional gender studies and research; feminist and queer pedagogies, trauma and cultural memory; and sexuality studies. Her research has been published in the UK, Germany, Turkey, the US, and Canada in journals such as *Jahrbuch Frauen- und Geschlechterforschung in der Erziehungswissenschaft*, *Topia*, *Atlantis*, *Yearbook of Women in German*, and *New German Critique*, as well as in many book chapters. Together with Amber Dean and Jennifer Johnson, Luhmann co-edited *Feminist Praxis Revisited: Critical Reflections on University-Community Engagement* (Wilfrid Laurier University Press, 2019). She is co-author of *Troubling Women's Studies: Pasts, Presents, Possibilities* (Sumach Press, 2004).

Dr. Taniya Nagpal, Assistant Professor, Faculty of Kinesiology, Sport, and Recreation; Member, Women and Children's Health Research Institute, University of Alberta

tnagpal@ualberta.ca

Dr. Taniya Nagpal is an Assistant Professor with the Faculty of Kinesiology, Sport and Recreation. She completed her PhD from The University of Western Ontario followed by a Postdoctoral Fellowship with The University of Ottawa and The Society of Obstetricians and Gynaecologists of Canada. Her research program explores psychosocial factors, such as weight stigma, and the relationship with biopsychosocial outcomes, adherence to health behaviours and access to health resources in the reproductive years (preconception, pregnancy, postpartum). Applying an intersectional lens and an interdisciplinary approach, her research specifically aims to understand and conceptualize health-related stigma (e.g., sources of stigma, person-informed strategies to reduce stigma) among underrepresented populations in the reproductive years. Working closely with maternal healthcare providers, this research also includes developing and testing resources and continuing education opportunities to improve weight-related attitudes, sensitive discussions with a focus on reducing stigma, and advance health equity using a person-informed approach. Taniya is actively involved with several health promotion organizations in leadership roles including Obesity Canada (Education Action Team), International Society of Behavioural Nutrition and Physical Activity (Children and Families Co-Lead), American College of Sports Medicine (Pregnancy and Postpartum Executive), and Exercise is Medicine Canada (Co-Director On Campus Program).

APPENDIX C - IG AFFILIATES LIST

Faculty Affiliates

1. Alexandra Fidyk, College of Education, Department of Secondary Education
2. Beverly Lemire, History & Classics
3. Carrie Smith, Arts (Vice-Dean) / MLCS (Professor)
4. Cary Brown, Occupational Therapy, Faculty of Rehabilitation Medicine
5. Clara Iwasaki, East Asian Studies
6. Cressida Heyes, Arts/Political Science, Adjunct Philosophy
7. Danielle Peers, Kinesiology, Sport, and Recreation
8. Deb Verhoeven, WGS/OIS
9. Denise L. Spitzer, School of Public Health
10. Elizabeth Onyango, School of Public Health, Healthy and Sustainable Communities
11. Encarnacion Gutierrez Rodriguez, MLCS and Sociology
12. Felice Lifshitz, Women's and Gender Studies
13. Isabel Altamirano-Jiménez, Political Science
14. Janice Miller-Young, Mechanical Engineering
15. Jean O'Hara, Department of Drama
16. Jennifer Tomaszewski, Law
17. Jessica Vandenberghe, Engineering
18. Jordana Salma, Faculty of Nursing
19. Judy Davidson, Kinesiology, Sport, and Recreation
20. Julie Rak, Arts/English and Film Studies
21. Katherine Binhammer, Arts/EFS
22. Katy Mackay, History, Classics, and Religion
23. Kenzie Gordon, Arts/MLCS and Media & Technology Studies
24. Kimberly A Noels, Arts/Psychology
25. Laura Beard, MLCS/Arts and OVPRI
26. Lisa Willis, Science/Biological Sciences
27. Michèle L. Hébert, Faculty of Rehabilitation Medicine, Department of Occupational Therapy
28. Michelle Meagher, Women's and Gender Studies
29. Mirjana Uzelac, Anthropology
30. Pascal Lupien, Campus Saint-Jean
31. Peter Hurd, Science / Psychology
32. Philomina Okeke-Ihejirika, Arts/Women's and Gender Studies
33. Pirkko Markula, Kinesiology, Sport, and Recreation
34. Rhonda Breitkreuz, Human Ecology, ALES
35. Robyn Lee, Arts/Sociology
36. Sabujkoli Bandopadhyay, Department of Women's and Gender Studies
37. Samira ElAtia, Faculté Saint-Jean

38. Shirley Anne Tate, Sociology
39. Simone Pflieger, Women's and Gender Studies
40. Susanne Luhmann, Arts/ WGS
41. Temitope Oriola, Arts/Sociology
42. Victoria Ruetalo, Arts/ MLCS/ FGSR
43. Zubia Mumtaz, School of Public Health

Graduate Student Affiliates

1. Alexis De Villa, MA in Material Culture, Human Ecology
2. Anisha Jain, Faculty of Law
3. Anita Khakh, Educational Policy Studies, Social Justice and International Studies
4. Arshad Said Khan, EFS
5. Bridget Alichie, Arts/Sociology
6. Carrie Karsgaard, Educational Policy Studies, Faculty of Education
7. Cassandra Anastacio, Educational Policy Studies
8. Comfort Verissimo, Department of English and Film Studies
9. Courtenay Chan, Arts/Department of English and Film Studies
10. Heidi Cossey, Engineering/Civil & Environmental Engineering/Geoenvironmental Engineering
11. Holly Mathias, School of Public Health
12. Kevin Chavez Laxamana, Arts / Anthropology
13. Lebogang Disele, Arts/Drama
14. M-A Murphy, Gender and Social Justice Program
15. Marian C. Sanchez, School of Public Health
16. Mary Olukotun, Faculty of Nursing
17. Megan Perram, Modern Languages and Cultural Studies
18. Nicole Eshkakogan, Sociology
19. Prof-Collins Ifeonu, Sociology
20. Qingyan (Yan) Sun, Education/Educational Policy Studies/Social Justice and International Studies in Education
21. Saleema Allana, Nursing
22. Samantha Roan, School of Public Health
23. Uchechukwu Peter Umezurike, ENGLISH AND FILM STUDIES
24. Wendy Aujla, Arts/Sociology/Criminology

Staff Affiliates

1. Carolyn Carpan, Arts/Library
2. Ekuu Agyemang, Faculty of Medicine/ Department of Public Health and Preventive Medicine
3. Evelyn Hamdon, Office of the Provost
4. Jessica Zychowicz, CIUS: Canadian Institute of Ukrainian Studies

5. Olga Plakhotnik, Faculty of Arts/ Canadian Institute of Ukrainian Studies
6. Thane Chambers, Libraries

APPENDIX D.1: INSTITUTE BUDGET – CASH

PAYOR/PAYEE	EXPLANATION	Expense	Revenue - Cash	Status	2023-24	2024-25	2025-26	2026-27	2027-28
Faculty of Arts	Course releases (2/year)	-	114,000.00	Firm	22,000.00	22,000.00	23,000.00	23,000.00	24,000.00
Faculty of Education	Course releases (2/year)	-	68,000.00	Firm		22,000.00	23,000.00	23,000.00	
Other Faculty	Course releases (2/year)		24,000.00	Anticipated					24,000.00
Faculty of Engineering	GRAs (1/year)	-	30,000.00	Firm	15,000.00	15,000.00			
Faculty of Arts	GRA matching funds with Engineering	-	15,000.00	Firm		15,000.00			
Faculty of Education	GRAs (1/year)	-	39,000.00	Firm	15,000.00	12,000.00	12,000.00		
Faculty Native Studies	GRAs (1/year)	-	45,000.00	Anticipated	15,000.00	15,000.00	15,000.00		
Provost	Staff - Coordinator	-	20,000.00	Anticipated	10,000.00	10,000.00			
VPRI	Knowledge Subgrant		31,125.00	Firm	31,125.00				
UAlberta Con Ed	Microcredentialing revenue	-	70,000.00	Anticipated		8,000.00	12,000.00	20,000.00	30,000.00
SSHRC	PG (LOI Feb 2024)	-	470,000.00	Anticipated		20,000.00	150,000.00	150,000.00	150,000.00
Edm Comm Foundation	Project Staffing Support	-	30,000.00	Anticipated		30,000.00			
McConnell Foundation	Donation (outreach in process)	-	30,000.00	Anticipated		10,000.00	10,000.00	10,000.00	
AB Govt (such as Civil Society Fund)	Programming	-	100,000.00	Anticipated				50,000.00	50,000.00
Other Grants	Projects		245,000.00	Anticipated	25,000.00	25,000.00	45,000.00	50,000.00	100,000.00
IRI	Salaries - Support Staff (Prog Coordinator)	(213,287.63)	-	Anticipated	(10,000.00)	(10,000.00)	(45,426.00)	(47,697.30)	(100,164.33)
IRI	Salaries - Temporary Support Staff (Research Assoc)	(240,616.32)	-	Anticipated		(36,851.00)	(38,410.05)	(80,661.11)	(84,694.16)
IRI	Research Assoc	(31,125.00)		Firm	(31,125.00)				
IRI	Course releases	(206,000.00)	-	Firm	(22,000.00)	(44,000.00)	(46,000.00)	(46,000.00)	(48,000.00)
IRI	Salaries - GRAs	(84,000.00)		Firm	(30,000.00)	(42,000.00)	(12,000.00)		
IRI	Salaries - PDFs	(192,000.00)	-	Anticipated			(62,000.00)	(64,000.00)	(66,000.00)

IRI	Salaries - GRAs	(270,000.00)		Anticipated	(25,000.00)	(40,000.00)	(60,000.00)	(70,000.00)	(75,000.00)
IRI	Admin - prof dev	(7,000.00)	-	Anticipated		(1,000.00)	(2,000.00)	(2,000.00)	(2,000.00)
IRI	Admin - office supplies	(2,500.00)	-	Firm	(500.00)	(500.00)	(500.00)	(500.00)	(500.00)
IRI	Admin - discretionary	(2,500.00)	-	Firm	(500.00)	(500.00)	(500.00)	(500.00)	(500.00)
IRI	Admin - Honoraria	(12,000.00)	-	Anticipated	(1,000.00)	(2,000.00)	(3,000.00)	(3,000.00)	(3,000.00)
IRI	IRI programming	(45,000.00)	-	Anticipated	(4,000.00)	(7,000.00)	(10,000.00)	(12,000.00)	(12,000.00)
IRI	Accessibility and translation	(9,000.00)	-	Anticipated	(1,000.00)	(2,000.00)	(2,000.00)	(2,000.00)	(2,000.00)
Firm Totals		(326,125.00)	297,125.00		<i>8,000.00</i>	<i>18,149.00</i>	<i>8,163.95</i>	<i>(2,358.41)</i>	<i>(15,858.49)</i>
Anticipated Totals		(988,903.95)	1,034,000.00						

APPENDIX D.2: INSTITUTE BUDGET – Other & In Kind

PAYOR/PAYEE	EXPLANATION	Revenue In Kind/Other	Status	2023-24	2024-25	2025-26	2026-27	2027-28
Faculty of Arts	ACE & ARC operational support (in-kind)	75,000.00	Firm	10,000.00	10,000.00	15,000.00	20,000.00	20,000.00
Faculty of Arts	Space (in kind)	235,000.00	Firm	47,000.00	47,000.00	47,000.00	47,000.00	47,000.00
Faculty of Arts	Subscriptions & Phone Lines	15,000.00	Firm	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
Faculty of Education	Undergraduate research award (1/year)	25,000.00	Firm	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
Campus Saint Jean	Graduate student scholarships (2/year)	50,000.00	Firm	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00
Advancement	Crowdfunding internships	25,000.00	Anticipated	10,000.00	15,000.00			
CIHR	Outreach Grant (shared with IIQM)	5,000.00	Anticipated	5,000.00				
SSHRC	Connections Grant (shared with IIQM)	12,500.00	Firm	12,500.00				
SSHRC	PDG (fall 2022 application)	30,000.00	Anticipated	10,000.00	10,000.00	10,000.00		
WAGE	Research Project (carried over to spring 2023)	25,000.00	Firm	25,000.00				
Firm Totals		437,500.00		<i>137,500.00</i>	<i>100,000.00</i>	<i>90,000.00</i>	<i>85,000.00</i>	<i>85,000.00</i>
Anticipated Totals		60,000.00						

APPENDIX E - LETTERS OF SUPPORT

Name	Title	\$ Support
Ivan Fair, PhD, PEng	Vice Dean, Faculty of Engineering	✓
Jason Carey, PhD, PEng	Dean and Executive Officer, Campus Saint-Jean, University of Alberta	✓
Jennifer Tupper, PhD	Dean , Faculty of Education	✓
Marie Carrière, PhD, (Dean's Delegate)	Associate Dean (Research), Faculty of Arts as Dean's Delegate, Dean of Arts Office, Faculty of Arts	✓
Carrie Smith, PhD	Vice-Provost, Equity, Diversity and Inclusion	
Demetres Tryphonopoulos, PhD	Dean, Augustana, University of Alberta	
Elizabeth A. Croft, PhD	Vice-President Academic and Provost, University of Victoria	
Evelyn Hamdon, PhD	Senior Advisor Equity Human Rights, University of Alberta	
Funmi Omole, CIP	Chair, Women's Advocacy Voice of Edmonton	
Glynnis Lieb, PhD	Executive Director Institute for Sexual Minority Studies & Services (iSMSS)	
Heather McPherson, MP	Member of Parliament, Edmonton Strathcona	
Jan Reimer	Executive Director, Alberta Council of Women's Shelters	
Janis Irwin, MLA	Member of the Legislative Assembly, Edmonton-Highlands-Norwood	
Joanna Harrington, PhD	Associate Dean Research, College of Social Sciences and Humanities, University of Alberta	

Laura J. Beard, PhD	Professor and Associate Vice President (Research), University of Alberta	
Maki Motapanyane and Tegan Zimmerman	Chair, Department of Women's Studies Chair, Alexa McDonough Institute for Women, Gender and Social Justice Mount Saint Vincent University	
Matina Kalcounis-Rueppell, PhD	Interim College Dean and Vice Provost, College of Natural and Applied Sciences	
Michelle Meagher, PhD	Chair, Department of Women's and Gender Studies, UAlberta	
Nathalie Kermoal, PhD	Professor and Dean (Acting), Faculty of Native Studies; Director of the Rupertsland Center for Métis Research, University of Alberta	
Randy Boissonnault, PC, MP	Member of Parliament for Edmonton Centre, Minister of Tourism and Associate Minister of Finance	
Sandra Davidge, PhD, FCAHS, FRSC	Executive Director, Women and Children's Health Research Institute, University of Alberta	

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November 14, 2022

Dr. Sara Dorow
Associate Director
Intersections of Gender Signature Research Area
University of Alberta

Dear Sara:

On behalf of the Faculty of Engineering, I am very pleased to write this letter in support of your proposal for a new IG Institute, tentatively entitled "Interdisciplinary Institute for Intersectionality," to continue and extend the critically important work that has been a defining characteristic of the Intersections of Gender Signature Research Area. I am convinced that your Institute will play an important role in highlighting how policies and programs can be inclusive of all groups, especially people who are systemically disadvantaged by multiple layers of inequality. It is apparent to all that while the Engineering Profession has made and is continuing to make progress in its efforts to be more welcoming to individuals from all walks of society, we still have a long, long ways to go in this effort. I am heartened that you and your team are willing to challenge the status quo in this regard, as I believe that your efforts will have long-lasting impact across many aspects of our society, including professions such as Engineering which will benefit significantly from thoughtful, intentional change.

Because of the benefits that will accrue to so many as a result of the research, educational, and outreach activities that will accompany a new IG Institute at the University of Alberta, the Faculty of Engineering is pleased to provide support to your Institute in the form of funding for a Graduate Research Assistantship in the amount of \$15,000 per year for at least the first two years in which the Institute is in operation. It is our hope that this will support your efforts to establish your new Institute and enable its expansion to all corners of campus.

My best wishes for success with this initiative!

Sincerely,



Ivan Fair, PhD, PEng
Vice Dean, Faculty of Engineering

Date: October 24, 2022

Subject: Expression of support for the Proposed Interdisciplinary Institute for Intersectionality

Dear Dr. Bukola Salami and Dr. Sara Dorow:

On Behalf of Faculté Saint-Jean (FSJ), I am very pleased to write this letter in support of the proposal for the Interdisciplinary Institute for Intersectionality. The Institute will meet important needs in advancing the understanding and application of intersectional approaches in bilingual and linguistic minority context; and, in ensuring that social policies and programs are inclusive of all groups, especially people who are systematically disadvantaged by multiple complex layers of inequality.

FSJ hopes that its collaboration with the Institute will bring to fruition a growing need for fully equitable analyses and responses to economic and social outcomes as well as personal growth for the French speaking population of Alberta and its relationship to the international Francophonies. Historically, research carried out by faculty members at FSJ is interdisciplinary and collaboration in nature. These researchers and graduate students will bring a unique experience to the institute by playing a major role in advancing EDI issues facing French speaking Albertans. In addition, several researchers focus on issues of gender and intersectionality from various perspectives: in the K-12 leadership, learning, linguistics, in Francophone Literature, in health, in political participation and in scholarly production.

To this end, Faculté Saint-Jean is committed to two scholarships of \$ 5000 each for two FSJ graduate students who work on issues relating to intersectional and gender AND who will be members of the Institute.

The Institute will bring together various perspectives and stakeholders within the University, FSJ supports and welcomes the establishment of the Institutes that will provide a platform for our research to bring their expertise in French and interdisciplinary research on these topics. We look forward to working with the Institute

Jason Carey, PhD, PEng
Dean and executive officer
Campus Saint-Jean



FACULTY OF EDUCATION

11210 - 87 Ave

Edmonton, AB Canada T6G 2G5

www.ualberta.ca/education

Date: November 14, 2022

To: Dr. Sara Dorow, Associate Director IG, Vice-President Research Innovation - Signature Research Areas
Dr. Bukola Salami, Director RIG, Vice-President Research Innovation - Signature Research Areas

From: Dr. Jennifer Tupper, Dean, Faculty of Education

Subject: Proposed Interdisciplinary Institute for Intersectionality

I am very pleased to write in support of the proposal for the new IG Institute, tentatively entitled “Interdisciplinary Institute for Intersectionality.” The Institute will fill an important role in advancing the theory and practices of intersectional approaches to teaching and research at the University of Alberta. Importantly, it will ensure that social policies and programs are inclusive of all groups, especially those who have been denied equity because of systems and structures, including white supremacy, patriarchy and colonialism. The Institute has the potential to bring to fruition an increasingly urgent need for intersectional analyses and responses to socio-economic and political problems and issues. It will create important opportunities for education and training within and beyond the university, responding to ongoing social injustice in local, national and international communities.

As a Faculty of Education, we are committed to anti-oppressive practices that are grounded in intersectional research and knowledge creation. Perhaps more than any other Faculty, we see the ways in which multiple and intersecting forms of inequity manifest in the lives of children, youth, families and communities every day through their experiences of schooling. It is our hope that the Institute will enhance educational policies and practices that allow all young people the opportunity to flourish in an increasingly precarious and polarized world. We recognize the role that research must play in responding to complex social problems that defy departmental or disciplinary boundaries. Thus, the Institute represents tremendous potential for multi-disciplinary collaboration and knowledge creation, within and beyond K-12 education.

In light of the importance of this proposed Institute, the Faculty of Education is prepared to offer the following support:

- For an Education faculty member who takes on leadership of the Institute, a three year variance of responsibilities that confirms an annual teaching reduction equivalent to two courses.
- A \$15,000 GRA for a Faculty of Education student to work with the GRA from Engineering to create intersectional modules and curricula for STEM courses.
- An additional 6hr / wk GRA for a Faculty of Education doctoral student for two years, equivalent to \$12,000 annually.

The establishment of the Institutes is a welcome sign that the University of Alberta is taking seriously its stated commitments of equity, diversity, inclusivity, and reconciliation in the spirit of ‘uplifting the whole people’. It will position our institution to be a global leader in intersectional research, bringing together multidisciplinary teams whose knowledge creation and mobilization have the potential to inspire change and transform lives.

Sincerely,

A handwritten signature in blue ink that reads "Jennifer Tupper". The signature is written in a cursive, flowing style.

Dr. Jennifer Tupper, Dean
Faculty of Education



December 14, 2022

Dr. André McDonald
Associate Vice President (Strategic Research Initiatives and Performance)
Office of the Vice-President (Research and Innovation)
University of Alberta

RE: Faculty of Arts Support: Intersectionality Research Institute/Institut de recherche intersectionnelle (IRI)*

Dear André:

I am writing to confirm and outline the Faculty of Arts' support for the creation of the Intersectionality Research Institute/Institut de recherche intersectionnelle (IRI), which proposes an invaluable interdisciplinary hub for intersectional approaches to research, teaching, policy and practice at the University of Alberta. The proposal aligns with UAlberta's Strategic Plan for EDI as well as its Indigenous Strategic Plan, "Braiding Past, Present and Future," along with the University's other institutional priorities pertaining to intersectionality, decolonization and anti-racism, as well as student training, community engagement and interdisciplinarity. In addition to bringing the critical richness of intersectional inquiry to challenges that cut across multiple disciplines at this University, IRI will be the first of its kind—that is to say, the first university-wide institute in Canada with a broad mandate to advance intersectional and decolonizing concepts, methods and approaches for the public good.

You will note that a number of researchers and students from six different Faculties have contributed to building and supporting this proposal that is being led by Dr. Bukola Salami (Nursing) and Dr. Sara Dorow (Arts), in collaboration with the Canada Research Chair in Feminism and Intersectionality Dr. Shirley Tate (Arts) and former Canada Research Chair in Gender, Migration and Health Dr. Denise Spitzer (School of Public Health), among others.

The Office of the Dean of Arts' support of this application will be placed on the March 2023 Arts Faculty Council agenda for discussion, review, and approval.

IRI and the Faculty of Arts have agreed to house the Institute within Arts, and the executive team and I could not be more pleased. Supports from the Faculty of Arts include the following:



- * a total of \$114,000 (cash) for 2 HCE in years 1 to 5 for Institute leadership
- * \$5,000 (cash) in matching GRA support in Year 2 (with the Faculty of Engineering)
- * office and meeting/social space on 5th Floor of the Humanities Centre and phone/other subscriptions valued at a total of \$250,000 (in kind) (\$50,000 per annum for 5 years)
- * operational support valued at a total of \$75,000 (in kind) for 5 years

With these robust commitments and those of partnering Faculties, I am confident that IRI is poised for great success and significant impact at the University of Alberta and beyond.

Sincerely,

A handwritten signature in black ink, appearing to read "Marie Carrière".

Dr. Marie Carrière
Associate Dean (Research)/Dean's delegate

* *Tentative name, to be confirmed.*

c: Dr. Robert Wood, Dean of Arts



December 5, 2022

RE: Proposed Interdisciplinary Institute for Intersectionality

Dear Dr. Bukola Salami and Dr. Sara Dorow,

I am very pleased to write in support of the proposal for the new IG Institute, tentatively entitled “Interdisciplinary Institute for Intersectionality.” The Institute will fill an important role in bringing intersectional analyses, approaches, and understandings to bear on the research and training environment at the University of Alberta. It would offer scholars and community members alike a space to come together around the urgency of intersectional principles when it comes to social policies and programs, responses to economic outcomes, or impacts of cultural production.

The University of Alberta has taken great strides in recent years toward embracing and advancing equity, diversity, and inclusion across all areas of activity. The *EDI Strategic Plan*, launched in 2019, clearly outlines the need to develop and support a culture of EDI across its research activities and environments (see 2.0), listing as benchmarks for excellence “Innovation that addresses EDI is encouraged in all scholarly activity and curriculum development” (see 2.3) along with the importance of resources and supports that provide equitable access to “teaching, research, and leadership opportunities” for underrepresented equity-deserving students, faculty, staff, and postdoctoral fellows (see 2.5). In its intent to serve as a knowledge hub for intersectional analysis and practice as well as a resource for scholars and students by providing support for the advancement of intersectional gender research, the Institute would respond specifically to these sections of the plan and the commitments made by the University. As the University of Alberta turns its sights to a renewal of the *EDI Strategic Plan* and begins the process of implementation of the *Indigenous Strategic Plan*, the Institute will become an important site for research leadership and partnership. Its establishment will place the University of Alberta on the map of innovative, forward-thinking research institutes in Canada and internationally.

The establishment of the Institute is essential for the University of Alberta’s commitment to advancing and interweaving equity, diversity, inclusion, accessibility, and Indigenous perspectives and approaches in the research and training environment. I very much look forward to working with the Institute as I begin the process of developing my own portfolio and reviewing and implementing a renewed institutional EDI strategy with intersectionality as a primary methodological framework.

Kind Regards,

A handwritten signature in black ink, appearing to read "Carrie Smith".

Carrie Smith, PhD

Vice-Provost (Equity, Diversity and Inclusion)



November 7, 2022

To whom it may concern:

This brief letter is written in order to offer the strongest support possible for a proposal and application to establish a University of Alberta institute for the study of, and research into, Intersectionality. The purpose of such an institute would be to continue, extend, and solidify the exceptional and necessary work that has been done by the Intersections of Gender (IG) Research Signature Area.

A complex, thought-provoking, radical and ground-breaking vortex in the context of the mixing and remixing of ideas, forms of inequality, and marginalization as they act out their fates and are transformed within the hard realities of status, gender, sexuality, citizenship, and so on, “Intersectionality,” as a social phenomenon but also as a subject of study and reflection, is ripe for the kind of serious study the proposed Institute would make possible. As mentioned in the proposal, such an institute would respond to society’s current needs “by serving as a knowledge hub, resource, and partner for intersectional analysis and practice”—and it would contribute significantly to bringing about transformative social change.

This proposal, a version of which has been shared with me, exhibits clarity, is methodologically sound, and builds on the great strengths and accomplishments of IG Research Signature Area. I support this proposal and application with great enthusiasm.

Sincerely,

A handwritten signature in black ink, appearing to read 'Demetres P Tryphonopoulos'.

DEMETRES P TRYPHONOPOULOS
Dean & Executive Officer

October 19, 2022

Dr. Sara Dorow
Professor, Department of Sociology
Associate Director, Intersections of Gender Research Signature Area
University of Alberta
sdorow@ualberta.ca

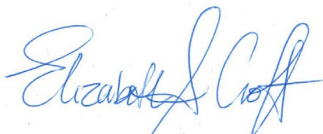
Dear Dr. Sara Dorow:

RE: Proposed Interdisciplinary Institute for Intersectionality

I am pleased to write in support of the proposal for the Interdisciplinary Institute for Intersectionality. The Institute will fill an important role in ensuring that social policies and programs are inclusive of all groups, especially those who are systemically disadvantaged by multiple complex layers of inequality. This is an area of great significance to universities as they seek to promulgate their academic mission within society. As a research academic and a university leader, it is particularly pleasing to see the proposed institute's objectives for training and supporting actors both within and outside of the university in how to embed their research and work in intersectional principles and awareness.

The establishment of the Institute is a welcome sign that the University of Alberta is committed to advancing and mobilizing intersectional approaches and to realizing their commitment to creating spaces of research, training, and teaching that are actively engaged in listening, learning, reconciliation, and the building of good relations across generations, and that encourage Indigenous knowledges to flourish. I look forward to following the progress of the institute and to scholarly exchange with related initiatives at UVic.

With best regards,



Elizabeth A. Croft, PhD
Vice-President Academic and Provost

OFFICE OF THE PROVOST AND VICE-PRESIDENT (ACADEMIC)

2-40 South Academic Building (SAB)
Edmonton, Alberta, Canada T6G 2G7
Tel: 780.492.1893
Fax: 780.492.1438
provost.ualberta.ca

Date October 23, 2022

Dear Dr. Salami:

RE: Proposed Interdisciplinary Institute for Intersectionality

It is an honour to write in support of the proposal for the new IG Institute, tentatively entitled “Interdisciplinary Institute for Intersectionality.” The Institute will fill an important role in advancing both the understanding of intersectionality and its relevance in social policy, research, teaching, and programs. Meaningful social change must be informed by an understanding of the complex structural factors that affect equity denied groups. And while the term and concept is used with increasing frequency, intersectionality remains an oft misunderstood and misapplied idea.

I am confident that The Interdisciplinary Institute for Intersectionality will play an essential role in deepening both our understanding of intersectionality and our efforts to apply this knowledge effectively and appropriately to policy development, program, planning, and to a range of strategic initiatives emerging across the U of A landscape. Our enhanced ability to think, create, and act intersectionality, will directly and indirectly support our effects to redress structural inequities.

This refinement of our knowledge and practice will be especially important in our research ecosystems where both intersectionality and interdisciplinarity require increasingly careful and sensitive methods and methodologies to ensure equity and success in our research endeavours.

Further, the renewal of the Strategic Plan for Equity, Diversity, and Inclusion underway will include an increased expectation that all equity, diversity, and inclusion endeavours will reflect intersectional analyses and approaches. The Institute’s Knowledge Creation Exchange will be a vital site of learning and information sharing for EDI leaders across campus. This resource, and the research emerging from other Institute foci, will be invaluable for our University community in its efforts to create a more equitable, inclusive, and diverse university. I congratulate the University for supporting this essential service and I look forward to learning and working with you in the years to come.

Wishing you all the very best as you move this important work forward. Please don’t hesitate to call upon me, it would be a privilege to support this Institute.

Sincerely,

Evelyn Hamdon, PhD
Senior Advisor, Equity and Human Rights

Letter of Support – *Institute for Intersectionality*

414, 10311 111 Street NW, Edmonton Alberta

October 23, 2022

Dear Director:

RE: Proposed Interdisciplinary Institute for Intersectionality

I am very pleased to write in support of the proposal for the new IG Institute, tentatively entitled “Interdisciplinary Institute for Intersectionality.” The Institute will fill an important role by applying intersectionality as a concept to provide crucial insight required to inform socially inclusive policies and programs. This is important to connect lived experiences with the conceptual process of decision making and ensuring that social policies and programs are implemented with consideration to all people, especially people who are systemically disadvantaged by multiple complex layers of inequality.

Of particular importance for our organization is the need for research and reports that demonstrate the challenges facing various groups of women in our communities and how their intersecting identities contribute to those challenges. We were thus very pleased to see that the Institute for Intersectionality will focus on recognizing and elevating unique strengths and expertise of communities and foster inclusion and lend support to Indigenous voices and relationships.

The establishment of the Institutes is a welcome sign that the University of Alberta is actively working towards advancing its views on inclusivity, recognizing the strength in diversity, and building stronger relations with the non-academic world that surrounds it. Our organization very much looks forward to working with the Institute to connect our respective communities.

Funmi Omole
Chair for the Women’s Advocacy Voice of Edmonton

Institute for Sexual Minority Studies and Services

5-181 Education North Building

www.ismss.ualberta.ca

Faculty of Education

Edmonton, Alberta, Canada T6G 2G5

November 30, 2022

Dear Dr. Bukola Salami and Dr. Sara Dorow:

RE: Proposed Interdisciplinary Institute for Intersectionality

On behalf of the Institute for Sexual Minority Studies and Services (iSMSS) at the University of Alberta, Faculty Of Education, I am very pleased to write this letter of support of the proposal for the new IG Institute, tentatively entitled "Interdisciplinary Institute for Intersectionality."

In an institution that has been talking about EDI for sometime, IG puts us out in the forefront. it helps us move from simply talking to doing, and to demonstrating the university's legitimate intent to improve inclusion and outcomes for everybody who works and learns with us.

Since inception, IG has demonstrated the very high caliber of research and education that this entity can convene. I believe that IG positions the University of Alberta to be a vanguard for ushering in a new era beyond superficial, ineffective EDI conversations and working groups.

The last 2 1/2 years have taught us that our ideas about progressiveness and inclusion collectively have been lacking, and that we have been allowing ourselves to feel like we had achieved equity and inclusion, when in fact, we were most often simply wearing the pins and bracelets. There will never be true equity and inclusion without a deep dive into our policies, practices and institutional norms that continue to tip the scale in favour of a specific demographic of people.

IG will allow the University of Alberta to stabilize the scale. This will make us a more appealing option for many prospective students, researchers and staff. This is what people are asking for, and I believe we have a tremendous opportunity to do something meaningful that will impact the lives of thousands of people.

Respectfully,



Glynnis A Lieb, PhD
Executive Director



HOUSE OF COMMONS
CHAMBRE DES COMMUNES
CANADA

Heather McPherson

Member of Parliament
Edmonton Strathcona

October 20, 2022

Dear Drs. Salami and Dorow:

RE: Proposed Interdisciplinary Institute for Intersectionality

It is my honour to write in support of the proposal for the new IG Institute, tentatively entitled “Interdisciplinary Institute for Intersectionality.” The Institute will not only advance our understanding and application of intersectional approaches from a theoretical perspective, it will support academics and policy makers across Canada to ensure that social policies and programs are inclusive of all individuals and groups, especially those who are systemically disadvantaged by historical and ongoing inequality.

I am particularly excited to see that, in addition to commitments to Indigenous nations and communities in Canada, the Institute will build international partnerships to promote global intersectional knowledge that cuts across multiple disciplines at the local, national, and international levels. Prior to my election to Parliament in 2019, I spent more than 20 years working in the development sector on sustainable development and international cooperation and I hold a master's degree from the University of Alberta in Educational Policy Studies in Theoretical, Cultural, and International Studies in Education, with a focus on incorporating indigenous knowledges in the achievement of sustainable development. I can tell you that having an Institute dedicated to interdisciplinary approaches to intersectionality here in Alberta will be of tremendous benefit to the sustainable international development community.

I believe that the establishment of the Institute will reflect positively on my alma mater and will facilitate the transfer and utilization of knowledge and methodologies to the broader community. I wholeheartedly lend my support.

Heather McPherson
Member of Parliament for Edmonton Strathcona

gender-based violence and for students who choose to work in the sector, to have a greater understanding of intersectional identities and forms of inequities and oppression and how these relate to experiences of violence.

ACWS supports the development of an Interdisciplinary Institute for Intersectionality at UAlberta to become a knowledge hub, resource, and partner for intersectional analysis and practice, advancing education and research for social change.



Jan Reimer,
Executive Director



LEGISLATIVE ASSEMBLY
ALBERTA

Janis Irwin, MLA

Edmonton-Highlands-Norwood
Deputy Opposition Whip
Critic, Status of Women & LGBTQ2S+ Issues

Dr. Bukola Salami
Professor, Department of Nursing
Director of Intersections of Gender
University of Alberta

October 24, 2022

Dear Dr. Bukola Salami:

RE: Proposed Interdisciplinary Institute for Intersectionality

I am pleased to write to you today in support of the proposal for the new Intersections of Gender Institute, tentatively entitled “Interdisciplinary Institute for Intersectionality.” I strongly believe that establishing the Institute will fill an important role in advancing the application of intersectional approaches to social and economic research, social policy development, and service delivery in our province. The institute would be uniquely positioned to foster equitable structural analyses and responses to economic and social outcomes both within and outside of the University of Alberta. This work is so vitally important to addressing and understanding the multiple layers of inequity, marginalization, and discrimination, that demonstrate ongoing barriers to inclusivity within our social systems.

Now more than ever, it is so important that we build-up our communities and address known and not-yet-discovered barriers to full participation. As the Official Opposition Critic for 2SLGBTQ+ and Women’s Issues, I know that this unique and targeted work is of the utmost necessity and importance. I am excited to see the work that the Intersections of Gender Institute will do to amplify the voices of those who’ve been silenced and through their work, transform and address social inequality.

The establishment of the Institute is a welcome sign that the University of Alberta is actively progressing towards a more inclusive community and supporting collaborative and decolonizing research and service delivery throughout the province.

Thank you for your consideration of establishing the Intersections of Gender Institute at the University of Alberta. Please do not hesitate to contact me if you require further information.

Sincerely,

Janis Irwin, MLA
Edmonton-Highlands-Norwood

November 8, 2022

Dear Directors,

Re: Proposed Interdisciplinary Institute for Intersectionality

I am very pleased to write in support of the proposal for a new Intersections of Gender Institute, tentatively entitled the “Interdisciplinary Institute for Intersectionality.”

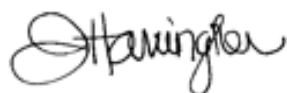
I view this proposal as a very welcome step towards the embracing and advancing of intersectional approaches to understanding and addressing social inequities. The proposal builds upon the valuable work undertaken by the Intersections of Gender research signature area and aims to establish a home, and hub of activity, for bringing researchers from across disciplines and the non-academic community together in a variety of research-intensive endeavours. I can readily envision the Institute serving as a focal-point and centrepiece for a variety of disciplinary, interdisciplinary and cross-sector activities, ensuring that University of Alberta research efforts feed into the development of social policies and programs that are inclusive of all groups, especially those who are systemically disadvantaged by multiple complex layers of inequality.

The proposed Institute will also serve as a means for the University of Alberta to contribute to the growing need for fully equitable analyses and responses to economic outcomes. Demand for gender-based analysis plus (GBA+) is increasing within government and policy circles, with the proposed Institute serving as a hub for the training and supporting of those within and outside the university in how to embed their research and practice in intersectional principles.

The College of Social Sciences and Humanities supports efforts to bolster interdisciplinary research collaboration and engagement on a broad scale. We seek to foster research activities that deepen our understanding of current societal issues through the active involvement of students and faculty from across various disciplines and fields. We also value the University’s commitment to Indigenous Initiatives and Equity, Diversity and Inclusivity, and welcome the proposed Institute’s plan to contribute in a meaningful way to these two strategic priorities.

The College of Social Sciences and Humanities looks forward to the opportunities that an Institute can provide to the many scholars from within our four faculties whose work aims to address inequalities and exclusion through a robust multifaceted and community-engaged approach.

Yours sincerely,



JOANNA HARRINGTON, PhD
Associate Dean Research



October 19, 2022

Dr. Bukola Salami
Dr. Sara Dorow
Intersection of Gender

Dear Drs. Salami and Dorow:

It is my pleasure to write in support of the proposal for the new IG Institute, tentatively entitled “Interdisciplinary Institute for Intersectionality” (III). The proposed Institute positions the University to be a leader in a critical research area, advancing the understanding of intersectional approaches across all areas of our research ecosystem, emphasizing the importance of multidisciplinary, collaborative research initiatives, and supporting the creation of broad local, national and international research partnerships with the particular inclusion of partners from equity-denied groups. The work of the III is in line with the goals of our draft Strategic Research and Innovation Plan at the University of Alberta and will provide a hub to support and to showcase the excellence in research, teaching, and community engagement that exists and continues to grow across our institution and with our engaged networks.

The Interdisciplinary Institute for Intersectionality is an interdisciplinary hub devoted to advancing and mobilizing intersectional approaches to research, teaching, policy, and practice. The stated goal is “to foster and enact intersectional understanding of, and responses to, social, health, economic, and political inequities; to do so across diverse academic and non-academic communities, including researchers, students, businesses, policy makers, and social organizations; and to strive to ‘braid past, present, and future’ (as per the University of Alberta Indigenous Strategic Plan) in our approaches and relationships.” At the University of Alberta, we have identified Indigenous Peoples and Places and intersectional approaches across disciplines to be two priority areas in our draft SRIP; the III would be key to support and sustain research, innovation and creative activity, in collaboration with communities and partners, in these areas of strengths.

In addition, the work that the Institute will do in training and supporting researchers and other individuals and groups both within and outside of the university in how to embed their research and work in intersectional principles and awareness will make important contributions to fostering and enacting intersectional understanding of and response to inequities that researchers need. That greater understanding will lead not only to better research but also to increased research funding for University of Alberta researchers as researchers are expected to address issues of systemic barriers and inequities in their funding proposals.

The establishment of the Interdisciplinary Institute for Intersectionality will be another step in establishing the University of Alberta as a global leader in intersectional research. The III has signaled its commitment to work in collaboration with the University of Alberta Indigenous Strategic Plan and it seems clear that the Institute is poised to address complex problems of



local and global importance. I applaud the leadership of IG and welcome this proposal, both as a researcher in the Faculty of Arts interested in this work and as a colleague who has spent 4 + years supporting our broader research endeavors as Associate Vice President (Research).

Sincerely,

A handwritten signature in black ink that reads 'Laura J. Beard'. The signature is written in a cursive style with a large initial 'L'.

Laura J. Beard
Professor and Associate Vice President (Research)



LETTER of SUPPORT for Institute for Intersectionality, University of Alberta

October 20, 2022

Dear Directors:

RE: Proposed Interdisciplinary Institute for Intersectionality

We are very pleased to write in support of the proposal for the new IG Institute, tentatively entitled “Interdisciplinary Institute for Intersectionality.” The Institute’s interdisciplinary approach to intersectionality will advance knowledge in the field of GBA+ practices by understanding identity and lived experience in more complex, dynamic ways, e.g., people who are systemically disadvantaged by multiple complex layers of inequality, therein ensuring a review of existing social policies and the implementation of ones aligned with a commitment to equity, diversity, and inclusivity.

As a research and knowledge hub for intersectional analysis and practice, the Institute will serve as an important provincial and national repository and interdisciplinary research network, advancing key commitments to Indigenous communities in Canada, acting as a resource for progressive social policy, and a gathering and knowledge dissemination point for researchers. This is especially pertinent at a time when, as the IG Institute team indicates in their proposal, the methodological and analytical tools and skills of intersectional inquiry are increasingly sought after in federal funding bodies and agencies, the private sector, and community organizations. Of particular interest is the plan to open the Institute as a site of collaborations and partnerships premised on responding to pressing and emerging social issues, advancing intersectional research in Canada and internationally through the Knowledge Creation Exchange, and supporting and strengthening intersectional research and analytic praxis through the Training and Mentoring Program. In this form, the Institute is poised to make a significant contribution to the diverse academic and non-academic local and national landscape in need of informed approaches to social change practice.

The Institute will signal the University of Alberta’s commitment to equity, diversity, and inclusivity, and our organizations very much look forward to collaborating with the Institute.

Many thanks,

Maki Motapanyane, Chair, Department of Women’s Studies and Tegan Zimmerman, Chair, Alexa McDonough Institute for Women, Gender and Social Justice
Mount Saint Vincent University,
166 Bedford Hwy, Halifax, NS B3M 2J6

27 November 2022

Dr. Bukola Salami and Dr. Sara Dorow
Directors, Institute for Intersectionality
University of Alberta

Re: Letter in support of the application for the **Interdisciplinary Institute for Intersectionality**

Dear Directors:

I am writing a letter in support of your proposal for the new IG Institute, tentatively entitled "Interdisciplinary Institute for Intersectionality." I will refer to this as III below.

As the Interim Dean of the College of Natural and Applied Sciences I am particularly tuned to the need for broad and intersectional approaches to inclusion in STEM and it will take dedication and focus, at the institutional level for this to happen.

Intersectional approaches include everything from how we recruit and advance new and existing faculty members to how we conduct our research projects and frame our education and training programs. The III will fill an important role in advancing the understanding and application of intersectional approaches for inclusion of all groups, especially people from equity seeking groups within STEM who have faced system barriers to equity. The III will also bring training on how to embed intersectional principles and awareness into research and education. Research expertise from the III will also allow us to adequately assess intersectionality as an institution, and within the College of Natural and Applied Sciences, by defining, in evidence-based ways, who we are, and who we represent. Until we do this as an institution, it will be difficult to demonstrate success in achieving equity. Until we have success in achieving equity, we won't see changes in representation at the multiple levels we seek to improve (ie, through HQP, the professorial ranks, technical staff, and leadership), something we are all working towards both within our EDI and Indigenous Strategic Plan (ISP).

The establishment of the Institute is a welcome sign that the University of Alberta is committed to being at the forefront of Intersectional approach in Canada and this is in alignment with leadership on the ISP and EDI plans. As you move forward, I and the College of Natural and Applied Sciences looks forward to continued conversations and work with the III to ensure it success.

I wish you luck with your proposal.

Sincerely,



Matina Kalcounis-Rueppell
Interim Dean and Vice Provost,
College of Natural and Applied Sciences
Professor of Biological Sciences

24 November 2022

Dear Dr. Bukola Salami,

RE: Proposed Intersectional Research Institute

I'm very pleased to write in support of the proposal for the establishment of an Intersectional Research Institute (hereafter, "The Institute" or IRI) at the University of Alberta. As the proposal makes clear, a foundational goal of IRI is to "advanc[e] and mobiliz[e] intersectional approaches to research, teaching, policy, and practice." Intersectionality is an orientation to research that enables its practitioners to understand that multiple systems of oppression and privilege interact—or intersect—in ways that produce distinct experiences, and that require distinct analyses and action. Intersectionality is foundational to scholarship in the field of Women's and Gender Studies and **our department wholeheartedly supports the vision and purpose of the IRI.**

The Department of Women's and Gender Studies has been glad to collaborate with Intersections of Gender in its formation as a Signature Area and we look forward to continuing and indeed enriching this relationship as the Signature Area transforms into an Institute. The proposal identifies our shared efforts to develop a methods-based Graduate Research Certificate in Intersectionality and Gender. It's important for students in our own graduate program to have opportunities to hone their skills in intersectional research methods, but the certificate and its approved courses will build capacity beyond our unit. Available to graduate students in all faculties, the Graduate Certificate will train emerging researchers to integrate intersectional methods into research projects across the disciplines.

Given the small size of our graduate program and the limited capacities of our small unit, WGS would not be able to offer this certificate without the support of a broader community of interdisciplinary and cross-faculty collaboration. IRI will be a vital collaborator in this training initiative, and it will be a vital collaborator in student training beyond the certificate both in our unit and indeed across the campus. As spelled out in the robust Training and Mentoring Program, the IRI has been thoughtfully organized to deepen the capacity of researchers (including those in WGS), scholarly visitors, students, and community partners to integrate intersectional methods into our work.

The IRI most certainly aligns with current institutional recognition of the scholarly and practical value of interdisciplinary collaborative research. It aligns with institutional commitments to research that is community-engaged, impactful, and, most notably, grounded in good relations. Among the IRI's most important contributions to intersectionality is its dedication to work across disciplines "to identify and address social issues through *an intersectional lens informed by decolonial practice*." The IRI will undoubtedly build capacities that will empower researchers, students, policy-makers, and social organizations to develop solutions that are practical, collaborative, and context-specific.

In sum, this is an innovative and important initiative that will confirm the University of Alberta as a national and global leader in interdisciplinary intersectional research.

WGS very much looks forward to working with IRI.

Sincerely,



Dr. Michelle Meagher
Associate Professor and Chair
Department of Women's and Gender Studies
michelle.meagher@ualberta.ca

Date: October 23, 2022

Dear Dr. Bukola Salami and Dr. Sara Dorow:

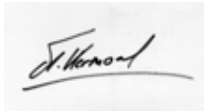
RE: Proposed Interdisciplinary Institute for Intersectionality

I am very pleased to write in support of the proposal for the new IG Institute, tentatively entitled “Interdisciplinary Institute for Intersectionality.” The Institute will fill an important role in advancing the understanding and application of intersectional approaches ensuring that social policies and programs are inclusive of all groups, especially people who are systemically disadvantaged by multiple complex layers of inequality. Furthermore, the institute will “build capacity both inside and outside the university with the aim of building intersectional theorizing and research design, developing social policies and practices responsive to intersectional inequities, and empowering people to understand and transform their own social worlds”.

Of particular importance for the Faculty of Native Studies (FNS) is the ongoing engagements with decolonizing scholarship and practice as well as with Indigenous communities. Such focus will undoubtedly create synergies between FNS and the Institute for Intersectionality to deepen knowledge creation and offer possibilities for collaboration through research, teaching, training and mentoring students.

The establishment of the Institute is a welcome sign that the University of Alberta is committed to intersectionality as one of eleven guiding values and principles recognized in the Indigenous Strategic Plan (2022). The Faculty of Native Studies very much looks forward to working with the Institute to advance intersectional gender research which supports our mission of addressing social concerns and advancing social justice.

Sincerely yours,



Dr. Nathalie Kermoal
Professor and Dean (Acting)
Director of the Rupertsland Center for Métis Research

Hon. Randy Boissonnault

Member of Parliament
Edmonton Centre



To Whom It May Concern,

As Member of Parliament for Edmonton Centre, and Minister of Tourism and Associate Minister of Finance, I am proud to express my support for the new IG Institute at the University of Alberta, tentatively titled the "Interdisciplinary Institute for Intersectionality."

Scholars and students engaging with Intersectional studies at the University of Alberta have been at the forefront of analyzing the various forms of privilege, marginalization, and inequality that exist when gender, racialized status, class, sexual orientation, ability, citizenship status, and other social factors are studied holistically together. Intersectional research can help with a wide range of social and health inequalities, such as gender-based violence, housing insecurity, and juvenile mental health.

The Institute's establishment will have an immediate and significant positive impact on the University of Alberta's missions of research, education, and community engagement. It will ensure that the University fulfils on its promise to develop its capacity for intersectional knowledge, research, and teaching. It will also establish a direct link between the academic work and how it can be shaped and applied for the benefit of individuals and communities in Alberta and beyond.

I am confident that the University of Alberta's students, researchers and scholars will benefit from the creation of this Institute, and that it will be an asset to Alberta and our nation as a whole.

Thank you for your consideration. If you have any questions, please reach out to my office at 780-442-1888.

Regards,

A handwritten signature in blue ink that reads "Randy Boissonnault".

Randy Boissonnault, P.C., M.P.

Ottawa

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Ottawa, Ontario K1A 0A6
Tel: 613-992-4524
Fax: 613-943-0044

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Tel: 780-442-1888
Fax: 780-442-1891

October 19, 2022

Dr. Bukola Salami and Dr. Sara Dorow
Intersections of Gender (Signature Area)
Office of the Vice President (Research and Innovation)

RE: Proposed Interdisciplinary Institute for Intersectionality

Dear Dr. Bukola Salami and Dr. Sara Dorow:

As the Executive Director of the [Women and Children's Health Research Institute \(WCHRI\)](#), I am pleased to write in support of the proposal for the new Intersections of Gender (IG) Institute, tentatively entitled "Interdisciplinary Institute for Intersectionality." The Institute will fill an important role in advancing the understanding and application of intersectional approaches within the health field, specifically women and children's health, as well as providing training and supporting actors (both within and outside of the university) in how to embed their research and work in intersectional principles and awareness.

Of particular importance for WCHRI is the need to foster interdisciplinary and intersectional research approaches to addressing health gaps for women and children. It is our hope that the Interdisciplinary Institute for Intersectionality can be a hub for WCHRI researchers to build methodologic expertise - to connect with social scientists, humanists, and intersectional theorists from across campus in order to explore new ways of approaching pressing health issues for women and children through intersectional research design. Over the past year we have been working with the IG team to host an Intersectional Health seminar series ([Encountering Expertise in Intersectional Health](#)) and are also participating as a partner in an international knowledge exchange and training event with IG, Situated Knowledges: Indigenous Peoples and Place (SKIPP), the Kule Institute, and the International Institute for Qualitative Methodology (IIQM) for spring 2023 (Thinking Qualitatively: Doing Intersectionality). We look forward to continuing these types of partnerships with the newly developed Interdisciplinary Institute for Intersectionality!

The establishment of the Institute is a welcome sign that the University of Alberta recognizes the impact of intersectional social locations on health outcomes and will be supporting research activities that will help us better understand how intersecting systems of oppression contribute to the health experiences of women and children.

WCHRI very much looks forward to working with the Institute to promote intersectional knowledge within the health sciences with a focus on how intersectional inquiry can help address health challenges for women and children.

Sincerely,



Sandra Davidge, PhD, FCAHS, FRSC
Executive Director
Women and Children's Health Research Institute