

Montréal, November 27, 2019

Subject: Invitation to participate in a research project on difficulties into the professorial career progression related to Equity, Diversity, and Inclusion (EDI)

Dear Colleagues,

The Fédération québécoise des professeures et professeurs d'université (FQPPU) is conducting this fall a study entitled: "Equity, diversity, and inclusion in Quebec universities: Difficulties into the career progression for professors."

This research project, carried out in collaboration with Dr. Maryse Paquin, full professor of Université du Québec à Trois-Rivières, aims to explore and describe situations in which professors have been unable to fully enjoy their rights in relation to equity, diversity, and inclusion, resulting in difficulties into the career progression that some professors at Quebec universities are currently facing. The goal is to study the nature of these difficulties and their consequences on your daily work and private (personal/marital/family) lives, so as to document the situation and develop potential lines of thought and courses of action in order to better address such difficulties. Emphasis is also, but not exclusively, being placed on certain other difficulties related to discrimination based on their belonging to a racialized group, sex, sexual orientation, etc., particularly within under-represented groups or so-called "designated groups": women, LGBTQ2+, Indigenous peoples, visible minorities, ethnocultural minorities, and people with disabilities.

Your participation in this research project is voluntary and involves no monetary compensation. It consists in taking part in an approximately 30- to 90-minute semi-structured interview, either in person, by phone, or on Skype. All information gathered in the interview will remain completely confidential.

This study has been approved by the Comité d'éthique de la recherche sur les êtres humains (CEREH) at Université du Québec à Trois-Rivières. If you have any questions about this study or if you would like to receive more information about participating, feel free to contact **Samy Mesli**, **FQPPU professional researcher**, by phone at 514-843-5953 or by email at samy.mesli@fqppu.org.

Thank you in advance for your participation and invaluable help.

Sincerely,



Jean Portugais
FQPPU President