

**Incremental Project Grants (IPG) Program  
Concordia University Notional Amounts and Institutional Performance Objectives  
2024-2025**

| Projects  | IPG Priority Area                                  | Expected Outputs<br>(investment of IPG grant funds)  | Performance Objectives  | Performance Indicators and Target Outcomes   |
|---|--|--|---|--|
| <b>Continue Improving Equity, Diversity and Inclusion Awareness at Concordia University</b> | Equity, diversity and faculty renewal              | \$60,000 invested to cover part of the remuneration costs associated with diverse efforts to develop and implement parameters of inclusive excellence throughout the University, including supporting and raising awareness around Indigenous and community research, and implementing equitable mentorship programs for new faculty hires and early career researchers. | IPG funding is again allocated for EDI-related activities with the aim to increase EDI awareness in external recruitment practices for CRCs and other external hires. With the recruitment of many new CRCs currently in process, and with the funding received for the Electrifying Society: Towards Decarbonized Resilient Communities CFREF project (Volt-Age), continuing improving EDI awareness at Concordia and establishing a culture of inclusive excellence remains a priority for the research sector. | Increased participation in and funding and recognition of community-based research, Indigenous-led research, and large-scale interdisciplinary collaborations are some ways to measure the effectiveness of this IPG initiative. Development and implementation of workshops and other activities to continue improving EDI awareness can also provide such a measure. |
| <b>Research Infrastructure Renewal for Research Units and Infrastructure Platforms</b>      | Facilities renewal, including deferred maintenance | \$507,834 invested for the renewal of research infrastructure of Concordia University recognized research units and infrastructure platforms.  | It is essential to renew older supporting research infrastructure before it becomes obsolete or fails. Limiting such events and situations is a key element to maintain a high-quality research environment for our researchers and HQPs, helping support their research activities so that these can have the most impact and benefits to the research community.  | Key indicators would be the demand for usage of the infrastructure, the demand for funding from the program, and the investments made to renew research infrastructure of University-recognized research units and infrastructure platforms.   |