



# THE UNIVERSITY OF WINNIPEG

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**POLICY TITLE:** Employment Equity and Diversity Policy

**EFFECTIVE DATE:** June 1, 2015

**APPROVAL BODY:** University Administration

## **POLICY PURPOSE**

The purpose of this Policy is to outline the University's commitment to employment equity and diversity and to identify the general process for the development of an employment equity and diversity plan.

The University of Winnipeg employs people without regard to ancestry, including colour and perceived race; nationality or national origin, religion or creed or religious belief, religious association or activity; age; sex, including pregnancy; gender identity, sexual orientation, marital and family status, source of income, political belief, physical or mental disability, or social disadvantage.

While remaining alert and sensitive to the issue of fair and equitable treatment for all, The University of Winnipeg has a special concern with the participation and advancement of members of four designated groups that have traditionally been disadvantaged in employment: women, racialized communities, Indigenous/Aboriginal peoples and persons with disabilities. We are striving to be an inclusive and welcoming community.

## **LEGAL AUTHORITY**

Not Applicable

## **APPLICABILITY**

This Policy applies to recruitment, hiring, retention and promotion of all



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employees of the University.

## RESPONSIBILITY

The Vice-President, Human Resources, Audit and Sustainability, on behalf of The Administration of the University, is responsible for the development, administration and review of this Policy and Procedures, in consultation with the Employment Equity Advisory Committee. The Human Rights and Diversity Officer is responsible for the day-to-day administration, communication and interpretation of this Policy and its Procedures.

## KEY DEFINITIONS

The following definitions apply to terms as they are used in this Policy:

- **“equity groups”** refers to: members of racialized<sup>1</sup> communities<sup>2</sup>, women, persons with disabilities and Indigenous/Aboriginal people.
- **“special programs”** refers to: those programs specifically authorized under Section 11 The Human Rights Code (Manitoba) which includes sexual orientation and gender identity.

## POLICY ELEMENTS

### Principles

The University of Winnipeg is committed to achieving, retaining and supporting a workforce which reflects the diversity of Canada and/or the

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<sup>1</sup> This Policy adopts the Ontario Human Rights Commission interpretation: “[T]he process of social construction of race is called racialization: the process by which societies construct races as real, different and unequal in ways that matter to economic, political and social life.”

<sup>2</sup> The Ontario Human Rights Commission then applies this to persons or groups e.g. a “racialized person” or “a racialized group” in place of previously accepted terminology such as “racial minority,” or “visible minority.” This Policy, however, utilizes the more widely accepted term “members of racialized communities.”



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Province of Manitoba.

The University will undertake to meet this commitment to equity and diversity in partnership with its unions and associations.

The University recognizes that some groups in our society have faced historical disadvantage and continue to face barriers to achieving full participation, including in post-secondary institutions.

The University is committed to adopting special measures to remove barriers and achieve equality.

The University shall make every reasonable effort to ensure that Policies, Procedures and Guidelines do not have an adverse impact on the employment and career advancement of members of the equity groups.

The University will demonstrate its commitment to equity and diversity through the, development and implementation of educational and special programs.

## **Procedures**

In the implementation of this Policy and any aspect of the Equity and Diversity Plan, all relevant provincial statutes, governing human rights and labour relations legislation will be observed.

## **Employment Equity and Diversity Programs**

In order to develop equity and diversity programs, the University will:

- Collect and assess relevant information;
- Identify the group/s to whom this Policy will apply;
- Determine the program objective/s;
- Adopt a method of identification of equity groups;
- Develop an implementation plan;
- Evaluate procedures to monitor the progress and results; and
- Review and revise the Equity and Diversity Plan on an ongoing basis.



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In order to achieve employment equity and diversity, The University of Winnipeg will endeavour, on an ongoing basis, to:

- Ensure all human resource policies, practices and procedures affecting employment incorporate equity principles;
- Raise awareness of the value of employment equity principles with members of the University community;
- Conduct educational programs with the goal of enhancing understanding of the importance of equity principles with members of the university community;
- Set goals consistent with the Policy, and establish timelines and plans for achieving them;
- Implement programs to facilitate the participation and advancement of members of the identified equity groups;
- Establish procedures to monitor the progress and results; and
- Review and revise the Employment Equity Plan through an annual reporting to the Senior Executive Group and to the Board of Regents.

## ASSOCIATED PROCEDURES

- Not Applicable

## RELATED POLICIES

- Respectful Working and Learning Environment Policy

## RELEVANT DATES

**Originally Issued:** June 2015

**Revised:** June 2015

**Effective:** June 1, 2015

**Scheduled Review:** Winter 2020