

# DIVERSITY AND EQUITY IN EMPLOYMENT AND EDUCATION

Issued: April 16, 2003 [Approved by HRPP Committee & Executive Board]

## 1. Huron University College Mission Statement

The mission of Huron University College is to provide a university education of the highest North American standards through its undergraduate degree programs in the Arts and Social Sciences and its post-baccalaureate and professional degree programs in Theology.

The College seeks to attract the most qualified university applicants and holds as its principal academic objectives:

- to promote educational excellence;
- to encourage scholarly achievement;
- to foster international understanding and cooperation;
- and to provide its students with a broad and useful education that will develop their intellectual skills, enhance their desire for knowledge, and prepare them for positions of leadership and responsibility.

Huron welcomes all persons, regardless of faith or denomination, and aims to nurture a sense of community respectful of individual differences and responsive to individual needs; to support an active student life which encourages the personal and intellectual growth of its members; and, through its chapel and theological programs, to affirm its heritage as an Anglican college.

## 2. Principles

Huron values its place in an interconnected world and desires to reflect this value, acknowledging our responsibility to strive towards a diverse and equitable employment and educational environment that recognizes the inherent worth and dignity of every person.

Huron University College will seek to affirm diversity among staff, faculty and students, and will ensure equitable treatment of all within the Huron University College community.

These principles pertain to all aspects of Huron community life, such as corporate decision-making, recruitment, hiring, pay equity, access to education and employment.

**Academic Freedom:** this Policy is to be construed and applied in accordance with the Huron University College Policy on Academic Freedom.

### 3. Definitions

**Diversity (How we are identified and identify ourselves):** Diversity is the representation of multiple groups present in the larger context (e.g. London, ON) of a prescribed environment, such as a workplace. Diversity most commonly refers to ways in which groups are culturally differentiated and the ways in which these groups differentiate themselves. It is also used to describe differences recognized and expressed within culturally grouped identities, such as gender, race, ethnicity, language, sexuality, disability, class, or other identities by which we define ourselves as human beings. An emphasis on accepting and respecting expressions of difference by recognizing that no one cultural expression or group identification is intrinsically superior to another underlies the current usage of the term.

**Equity (How we treat who we are):** Equity is a set of actions that result in the removal of systemic barriers that inhibit fair and just treatment of all members of the Huron community.

### 4. Immediate Objectives

- a. To raise awareness about equity and diversity at Huron University College.
- b. To establish systemic supports for equity and diversity at Huron University College.
- c. To establish an advisory committee on equity and diversity at Huron University College.

### 5. Implementation

The responsibility for the implementation of this policy is invested in every member of the Huron community.

The above objectives will be achieved through the following means:

#### **To raise awareness:**

- a. Education of students on this policy during orientation week. (Responsibility: President of Students' Council)
- b. Addition of a website link to a page entitled "Equity and Diversity" explaining this policy (Responsibility: IT Director)

#### **To establish systemic supports:**

- b. Changes to the faculty and staff manuals to include this policy. This will be done in the context of putting said manuals on the web (Responsibility: Deans, College Administrator)
- c. Establishment of proactive guidelines for special admissions for students who are members of a group, which is underrepresented in Canadian universities. (Responsibility: Registrar & Deans)

- d. All advertisements for openings at Huron University College will carry the following message: *“Huron values its place in an interconnected world and desires to create a diverse and equitable employment and educational environment that recognizes the inherent worth and dignity of every person.”*
- e. Huron University College web page will have the following message: *“Huron values its place in an interconnected world and desires to create a diverse and equitable employment and educational environment that recognizes the inherent worth and dignity of every person.”*

**To establish an advisory committee:**

- f. Establishment of a committee called Huron Committee on Equity and Diversity (Responsibility: Principal) (Terms of reference and structure for this committee are outlined in appendix A)

Approved by Human Resources & Program Planning Committee: March 27, 2003  
Approved by Executive Board: April 16, 2003

## Appendix A

### **COMMITTEE STRUCTURE (Members may not serve more than two consecutive terms:**

- 1 Administration representative (2 years)
- 1 Staff representative (2 years)
- 3 Faculty representatives (1 of whom must be non-permanent) ( 2 years except non-permanent is 1 year)
- 1 Student representative (VP: Campus Issues) (1 year)

Note: During hiring processes of any faculty without a representative on the Committee, one may be appointed by the dean of that faculty for the duration of hiring.

### **Committee Terms of Reference:**

- 1) The Huron Committee on Equity and Diversity will perform an advisory role prior to advertising and during the hiring process by:
  - providing advice to the hiring committee on search procedures;
  - confirming that the following statement is included in advertisements: "Huron values its place in an interconnected world and desires to create a diverse and equitable employment and educational environment that recognizes the inherent worth and dignity of every person.";
  - being available to the hiring committee for clarification on issues relating to equity and diversity;
  - by being available to short listed candidates for discussion on equity and diversity at HUC.
- 2) The Huron Committee on Equity and Diversity will provide continuing educational opportunities for the HUC community at least every second year.
- 3) The Huron Committee on Equity and Diversity will act as a clearing house for information related to equity and diversity strategies and issues and make this information available to the HUC community by various means including via a web page.
- 4) The Committee will implement measures to ensure that its members are well-informed and trained to act in an advisory capacity.
- 5) The Committee will report annually to the Principal on its activity, including offering advice regarding policy changes and updates, and submit proposed budget needs for its activity for the following year.
- 6) In consultation with the HUC community, the Huron Committee on Equity and Diversity will continue to explore and suggest new areas for equity and diversity initiatives. Such areas could include, but not be limited to, pedagogy and admissions.

## **Appendix B**

Ideas for long term activities for the Committee

1. Complete review of pay equity for staff and administrative group.
2. Design a process for on-going annual/bi-annual workshops in the area of diversity/equity.
3. A process for the inclusion of diversity/equity awareness within the student body:
  - Find a method to survey our student body to determine cultural diversity.
  - Consider how to include diversity/equity education in our academic programming (to complete Immediate Objective 4 a).
  - Review recruitment strategies, analyze as to how they meet policy principles.
4. Completion of a motto or statement reflecting the core values of diversity and equity, to be proposed for use on Huron University College letterhead.