



Employment Equity Policy

Preamble

Mount Saint Vincent University is committed to equity and diversity in employment and believes the excellence the institution is known for is enhanced through the diversity of its faculty and staff. The University community benefits from shared experience with people from diverse backgrounds who bring new and varied perspectives to academic endeavour and community life.

Mount Saint Vincent University recognizes the importance of reversing historic disadvantage in employment experienced by the four designated groups: Aboriginal people, persons with disabilities, racially visible persons, and women. As an institution that has advocated the education and advancement of women, we are well positioned to be an ally to all the designated groups.

Purpose

The purpose of this Policy is to outline the University's commitment to employment equity. Mount Saint Vincent University is a federal contractor and complies with the Federal Contractors Program, which requires organizations to institute employment equity goals and action plans.

Objectives

1. The University is committed to achieving and maintaining a diverse workforce and to initiating special measures, as required, to ensure full participation and advancement of designated group members, to enable them to compete for positions and work with others on an equal basis. Special measures may include accommodation policies.
2. The University will adopt an approach to recruitment and retention of academic and non-academic employees that welcomes the range of skills and abilities within the designated groups. This shall include outreach to the designated groups, the education of administrators responsible for recruitment, hiring and retention, and the monitoring of selection processes to ensure adherence of best practices to achieve equitable representation of the designated groups.
3. The University will take pro-active measures to identify and eliminate employment practices, procedures or systems that are barriers to the recruitment and retention of designated group members, to inform through appropriate communications, and to promote an environment which achieves and celebrates diversity.
4. An Employment Equity Committee, comprised of representation from each employee group and from members of the designated groups, shall be responsible for the University's equity and diversity initiatives. In accordance with the Federal Employment Equity Act, this shall include development and implementation of an Employment Equity Action Plan with annual monitoring of the University's progress. This Committee will report to the President, Vice-President (Academic) and Vice-President (Administration).

Approved and recommended by the Employment Equity Committee: January 10, 2012

Reviewed by HRGC January 29, 2014 – No changes

Reviewed by HRGC March 3, 2016

Approved by the Board April 21, 2016 (via consent agenda)

