

| Current Policy | Draft Policy |
|--|---|
| <p>Begins with:</p> <p>“The purpose of this policy is to set out the principles and practices . . . in order to recruit an <i>equitable, diverse, inclusive</i> and high-quality workforce. Doing so will contribute to the University’s mission, achieve equality in the workplace, <i>correct employment disadvantages experienced by persons historically underrepresented at the University</i>, and advance excellence, innovation, creativity and engagement for the public good”. Every one of the six preceding paragraphs contains language specific to EDI and ‘historically under-represented groups’. [Italicized words/phrases in quotations are ours]</p> | <p>Begins with:</p> <p>The purpose of this policy is to: serve as a foundational document for the university’s recruitment practices. . . [and] [e]nsure a consistent, fair, equitable and transparent process for attracting, evaluating and hiring new employees. [Bolding in quotations is present in original].</p> |
| <p>Definitions:</p> <p>Includes ‘Equity/Equitable’ – “In the context of this policy, equity is about fair access to employment and the opportunity to succeed in this domain. <i>Employment equity principles, policies, and practices promote (or facilitate) access, representation, opportunities, and meaningful participation of persons historically underrepresented.</i></p> <p>Includes ‘Inclusion/Inclusivity’ - In the context of this policy, <i>inclusion is a principle and practice that values and cultivates the full and meaningful participation and representation of persons historically under-represented in the University’s workforce.</i></p> <p>Includes ‘Persons historically under-represented’ - <i>Women, Indigenous persons (First Nations, Métis, Inuit), members of visible minority groups, persons with disabilities, persons who identify with under-represented sexual orientations, gender identity or expression.</i></p> | <p>Definitions:</p> <p>Includes ‘Equitable’ - In the context of this policy, equity is about fair access to employment and the opportunity to succeed in this domain. Employment equity principles, policies, and practices promote (or facilitate) access, representation, opportunities and meaningful participation for all.</p> <p>Omits ‘inclusion’ and ‘inclusivity.’</p> <p>Omits ‘Persons historically under-represented.’</p> |

Recruitment Principles:

(a) references the recruitment process as “an opportunity to move towards a more equitable, diverse and inclusive community of high-quality employees”;

(c) references “a commitment to removing employment-related barriers, especially those experienced by persons historically under-represented”;

(d) references the selection committee as well as the short-listed candidates: “committees and candidate pools should, to the extent possible, include persons historically under-represented in the discipline, field, and/or employment or job category of focus”;

(e) references the recently highlighted and controversial guideline: “Where candidates are determined to be similarly qualified for a position, the final hiring decision will favour the selection of person(s) historically under-represented at the University, especially in the discipline, field and/or employment or job category of focus. This shall be done in accordance with the terms and conditions of the collective agreements.”

(f) references responsibilities of Senior Administrators: “for ensuring that recruitment and decision-making processes within their respective areas of accountability are equitable, appropriately documented, and contribute to an equitable, diverse and inclusive community of employees.”

‘Policy Statement’

“The university is committed to attracting and selecting the most qualified candidates with the diverse skills, backgrounds and experiences that will enable the achievement of the university’s strategic goals.” What follows deals with Compliance, Candidate Pool, Candidate Experience, Confidentiality, Candidate Selection, Candidate Screening, Condition of Employment, Conflict of interest and Responsibility. In none of these ‘topics’ are any EDI issues addressed except indirectly by replacing terminology in:

5.(a) references candidate selection base on their “**qualifications**, skills, and experiences” and each position’s “**bone fide occupational requirements**”;

9. References responsibilities of **Senior administrators, hiring managers** and relevant **committees** involved in recruitment: being to “[uphold] this policy and its associated procedures and [ensure] recruitment decisions contribute to building and sustaining a vibrant and interconnected university.”