



Policy Title:

Employment Equity and Diversity Policy

University Classification & Policy Number:
A-001-23

Approval Body:
Administration

Responsible Designate:
The Associate Vice-President, Human Resources (AVPHR), on behalf of the Administration of the University, is responsible for the development, administration, and review of this Policy.

Established:
2015

Revised:
June 2023

Editorial Revisions:
Not applicable

Scheduled Review:
2028 (*at minimum*)

1.0 Preamble

- 1.01 The University recognizes that employment equity and diversity strengthen the institution, contribute to its overall effectiveness, and enable it to better achieve the commitments in its mission statement to “excellence in post-secondary education” and offering “a community which appreciates, fosters, and promotes values of human dignity, equality, non-discrimination and appreciation of diversity”.
- 1.02 The University recognizes that some groups in our society have experienced historical and continuing disadvantages preventing their full participation in society, including in post-secondary institutions, and further recognizes its own role in perpetuating these disadvantages. The University recognizes the impact of Intersectionality, in that barriers imposed due to a person’s social position are exacerbated when they hold multiple marginalized identities. The University is committed to removing systemic and individual barriers in the workplace that may prevent the full participation of current and prospective employees, including Equity-Deserving Group members.
- 1.03 The University actively works to prevent discrimination on the basis of ancestry, including colour and perceived race; nationality or national origin; ethnic background or origin; religion or creed, or religious belief, association or activity; age; sex, including pregnancy; gender identity; sexual orientation; marital or family status; source of income; political belief, association, or activity; physical or mental disability; or social disadvantage.

2.0 Policy Purpose

- 2.01 This Policy provides for and promotes employment equity and diversity and identifies the general process for the development of an Employment Equity and Diversity Plan.
- 2.02 This Policy is meant to support and work in conjunction with other university-wide equity, diversity, and inclusion commitments and strategic initiatives.

3.0 Definitions

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

- 3.01 **2SLGBTQ+ Persons:** refers to persons who identify as two-spirit, lesbian, gay, bisexual, transgender, queer or questioning, and other gender and sexual minorities.
- 3.02 **Disabled Persons:** refers to persons with disabilities and reflects the social model of disability which holds that people are disabled by attitudinal and environmental barriers that hinder their full and effective participation in society on an equal basis with others.¹
- 3.03 **Employment Equity Advisory Committee (EEAC):** a committee co-chaired by the AVPHR and the Human Rights and Diversity Officer (HRDO) with representation from members of Equity-Deserving Groups, various bargaining units, and excluded employees. Its purpose is to provide advice and guidance to the University in the development and implementation of employment equity and diversity goals.
- 3.04 **Employment Equity and Diversity Plan:** a comprehensive action plan that identifies, addresses, and mitigates barriers in employment policies, procedures, and practices with the aim of improving the recruitment, retention, advancement and general employment experience of Equity-Deserving Groups.
- 3.05 **Equity-Deserving Groups²:** women, Indigenous Peoples, Racialized Persons, Disabled Persons, and 2SLGBTQ+ Persons.
- 3.06 **Indigenous Peoples:** people who are Indigenous to Canada and includes First Nations, Métis and Inuit.
- 3.07 **Intersectionality:** A term coined by legal scholar Kimberlé Crenshaw to describe the ways in which a person's experiences are shaped by the interaction of different social positions (e.g. their actual, perceived, or imputed sex, sexual identity, gender identity, racial or ethnic background, economic status, faith, migration status, etc.). These interactions are rooted in interconnecting systems of power and produce intersecting forms of privilege and oppression shaped by colonialism, racism, homophobia, ableism, patriarchy, transphobia, queer antagonism, and/or any other form of discrimination.
- 3.08 **Racialized Persons:** racialized non-white persons and replaces previously accepted terminology such as "racial minorities" or "visible minorities" and stems from the term "racialization" which is "the process by which societies construct races as real, different and unequal in ways that matter to economic, political and social life."³
- 3.09 **Special Programs:** programs intended to ameliorate the conditions of disadvantaged individuals or groups, as authorized under Section 11 of *The Human Rights Code (Manitoba)*.
- 3.10 **University:** The University of Winnipeg as defined by *The University of Winnipeg Act*.

4.0 Scope

- 4.01 This Policy applies to all aspects of employment at the University, including but not limited to, recruitment, retention, advancement, transfers, terminations, compensation, professional development, and other workplace conditions for all employees of the University.

¹ See for example the UN Convention on the Rights of Persons with Disabilities, <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/preamble.html>.

² The language and terminology used to identify Equity-Deserving Groups is continually evolving, and the University recognizes that members of Equity-Deserving Groups may choose to identify using different terminology than that used in this Policy.

³ The Ontario Human Rights Commission, <https://www.ohrc.on.ca/en/racial-discrimination-race-and-racism-fact-sheet>.

5.0 Policy Elements

5.01 Principles

5.01.01 The University is committed to the following:

- a. achieving, retaining and supporting a diverse workforce which reflects at a minimum the diversity of Canada, the Province of Manitoba and/or the student body of the University;
- b. identifying and removing discriminatory barriers in the recruitment and promotion process to ensure that all persons have equal access to employment opportunities and that all employees have access to the fullest opportunities to develop their individual potential.
- c. fostering an inclusive culture that values and promotes diversity.

5.01.02 This Policy does not modify or supersede the terms of any University collective agreement and the University will strive to meet its commitment to employment equity and diversity in partnership with its unions and associations. Where necessary, the University will seek amendments to its collective agreements to give effect to this Policy.

5.02 Employment Equity and Diversity Plan

5.02.01 In order to implement this Policy, the University will establish an Employment Equity and Diversity Plan in consultation with the EEAC, which will include the following commitments:

- a. Ensure all human resource policies, practices and procedures affecting employment matters such as recruitment, advancement, compensation, and workplace conditions incorporate and promote employment equity and diversity principles;
- b. Conduct educational programs and raise awareness of the value of employment equity and diversity principles with members of the University community;
- c. Set goals consistent with the Policy, and establish timelines and plans for achieving them;
- d. Implement Special Programs to facilitate the recruitment, participation, and advancement of members of Equity-Deserving Groups;
- e. Collect and assess relevant information to support the implementation of this Policy and the Employment Equity and Diversity Plan;
- f. Establish procedures, including reporting mechanisms, to monitor the progress and effectiveness of the Employment Equity and Diversity Plan. The results of these initiatives, including detailed data regarding University faculty and staff representation rates, will be documented and reported to the UWinnipeg Community on a regular basis; and
- g. Review and revise the Employment Equity and Diversity Plan through reporting to the University Administration and to the Board of Regents.

5.02.02 The HRDO shall be responsible for the day to day administration, communication, and interpretation of this Policy and the implementation of the Employment Equity and Diversity Plan.

6.0 Review

6.01 The University will continue to monitor best practices and research and will review and update this Policy whenever it is reasonably necessary to do so. This Policy shall be reviewed at least once every five years.

6.02 Review of this Policy shall take place in consultation with the EEAC.

7.0 Relevant Legislation

- *The Human Rights Code (Manitoba)*
- *The Accessibility for Manitobans Act*

8.0 Related Policies, Procedures, and Institutional Documents

- Ceremonial Use of Sacred Medicines Policy and Procedures
- Equity, Diversity, Inclusion & Anti-Oppression Policy (*in progress*)
- Gender Affirmation Policy (*in progress*)
- Respectful Working and Learning Environment Policy
- Service Animals on Campus Policy and Procedures
- Workplace Accommodation Policy
- Accessibility Policy