UNIVERSITY COUNCIL

GOVERNANCE COMMITTEE

REQUEST FOR DECISION

PRESENTED BY: Terry Wotherspoon, chair, governance committee

DATE OF MEETING: October 15, 2020

SUBJECT: **Equity, Diversity, and Inclusion Policy**

DECISION REQUESTED:

> *It is recommended:*
>
> *That Council approve the Equity, Diversity, and Inclusion Policy, pending approval from the Board of Governors, effective October 15, 2020.*

PURPOSE:
Commitments to principles of equity, diversity, and inclusion are among our institution's top priorities. In alignment with the University's Mission, Vision, and Values and the University Plan 2025 an Equity, Diversity, and Inclusion (EDI) Policy will articulate our efforts as an institution to increase our accountability to and prioritization of EDI, setting clear expectations by and for our leadership and our university community. The EDI policy is a clear statement of position and a call to action, and it reinforces that our commitment to EDI is an individual and collective responsibility.

Our current related policy "Employment Equity" has not seen review since 2001, and has proven to be outdated in current social, political and legal contexts. Recent social movements and global outcry with respect to social injustices and systemic inequities in our society and in businesses and organizations exemplify the need for clear statements of commitment to equity, diversity and inclusion. This EDI Policy approval will replace the current "Employment Equity" policy.

The scope of this policy encompasses all members of the university community, including students, researchers, post-doctoral fellows, staff, faculty, institutional leadership, members of governing bodies, all persons participating in university businesses or activities (e.g. visitor, service provider, contractor, volunteer, etc.). External stakeholders engaged with the university may be impacted by the operationalization of this policy.

We have many other policies, procedures, and institutional plans that will operationalize this work and reinforce measures already in place to address

complaints and concerns. The EDI Policy will complement the EDI Strategy and Action Plan and other important work with respect to EDI and will be a cornerstone for future initiatives and strategies.

CONSULTATION:
On behalf of the President, People and Resources led the development of this policy, while collaborating with the advisory and working groups of the EDI Strategy and Action Plan, to ensure there is clarity and purpose between the policy and the strategy and action plan. Research included external review of policies from organizations and institutions in Canada, the United States, Australia and New Zealand, who have similar equity groups and goals. Extensive consultation was undertaken; feedback and input were solicited and received from over 20 interested groups and parties on campus, including senior leadership and management teams, specialized EDI-centric committees groups and specialists, committees of Council, student government and interest groups, human resources professionals and our unions and associations.

IMPLEMENTATION STEPS AND TIMELINE:
An implementation plan has been established and will follow formal approval of the policy, in alignment with and in consideration of other formal institutional EDI initiatives, such as the EDI Strategy and Action Plan. Key elements of this implementation plan include stakeholder communication and education and establishment of supports to leaders.

DISCUSSION SUMMARY:
As an institution we are shifting beyond compliance (employment equity) and embracing EDI as key to excellence. The University is increasingly being held accountable to promoting, incorporating, and prioritizing EDI by our university community, the communities we serve, and our external stakeholders. The EDI Policy is a clear statement of position and a call to action, and it reinforces that our commitment to EDI is an individual and collective responsibility.

UPDATES SINCE REQUEST FOR INPUT:
No material updates to the policy have been made since the policy was presented for input September 17, 2020. In response to feedback, the following changes were incorporated:
- Removing reference to indigenization and reconciliation, recognizing these as concepts related to but outside the scope of this policy;
- Adding "seeking balance between inclusive practices and healthy academic discourse" in the policy commitment statements.

The related documents section was reformatted and changes made for clarity around purpose of related documents.

FURTHER ACTION REQUIRED:

The EDI Policy will be presented to the Board of Governors on October 6, 2020 for consideration and approval, and to Senate on October 17, 2020 for information.

If approved, the EDI policy will be posted on the University Secretariat website. Further work will continue on the EDI Strategy and Action Plan and updates will be provided to Council.

ATTACHMENTS:
Attachment 1: Equity, Diversity, and Inclusion Policy
Attachment 2: EDI Policy Stakeholder Consultation Map

Reference: [Link to Employment Equity policy on USask website](#)

University of Saskatchewan Policy Template

Title of Policy: Equity, Diversity, and Inclusion Policy

Category: Leave this blank; a category will be assigned

Number: Leave this blank; a number will be assigned

Responsibility: President

Approval: The university secretary, on the advice of the Policy Oversight
Committee, will identify the appropriate approval body (ies) e.g.
Board of Governors, Council, Senate, PEC

Date: Date initially approved; date(s) re-formatted or revised

Purpose:

To reaffirm our commitment to equity, diversity, and inclusion. To create and nurture a diverse and inclusive university community (*defined under "Scope of this Policy" below)* that encompasses our legal, moral, and ethical responsibilities.

Principles:

This policy is in place to support the university community in bringing to life the principles of diversity, equality, human dignity, and manācihitowin and reflecting them back in our daily interactions and decisions. The university believes equity, diversity, inclusion, and a sense of belonging strengthen the community and enhance excellence, innovation, and creativity in all domains.

Definitions:

Equity: taking the range of human attributes and qualities into account and providing each individual with what they need to be successful.

Equality: providing each individual with the same or similar opportunities and ensuring fairness in processes and outcomes so that each individual has an equal opportunity to make the most of their abilities.

Diversity: the range of human differences, including diverse talents, perspectives, backgrounds, worldviews, ways of knowing, skills, and abilities.

Manācihitowin: a Cree/Michif phrase that translates to 'let us respect each other'.

Inclusion: ongoing practice of embracing equity, diversity, and manācihitowin and taking action to create a supportive and welcoming environment.

Belonging: when each individual is supported, respected, and valued for their identity and unique traits that make them different from each other. Belonging is feeling part of a collective that is co-created by diverse individuals in the university community.

Human Dignity: right to be safe, valued, respected, and treated ethically.

Scope of this Policy:

This policy applies to all members of the university community, including students, researchers, post-doctoral fellows, staff, faculty, institutional leadership, members of governing bodies, all persons participating in university businesses or activities (e.g. visitor, service provider, contractor, volunteer).

It is recognized that the university has other policies in place that may relate to equity, diversity, inclusion, and belonging. This policy is intended to complement and build on our existing policy frameworks. This policy should be used and read in conjunction with other such policies and corresponding procedures. Some key policies include:

- Discrimination and Harassment Prevention Policy
- Regulations on Student Academic Misconduct
- Standard of Student Conduct in Non-academic Matters

See Related Documents.

Policy:

This policy conveys the university's commitment to:

- the principles of diversity, equality, and human dignity
- the values of fairness and equitable treatment, inclusiveness, respect, collegiality, and integrity, honesty, and ethical behavior
- the importance of a sense of belonging
- the importance of seeking balance between inclusive practices and healthy academic discourse
- diversity as one of the foundations of excellence in teaching and learning, engagement, research, and discovery

The University of Saskatchewan exemplifies its commitment to this policy through its mission, vision, and values, strategic plan, and equity, diversity, and inclusion plan.

Responsibilities:

All members of the university community share the responsibility for creating a supportive and inclusive environment. The university community is accountable to:

- Foster a culture that embraces equity, diversity, inclusion, and belonging.
- Acknowledge and address the biases, underlying beliefs and values, assumptions, and stereotypes that inhibit opportunity in work and learning environments.
- Welcome, embrace, and foster positive, informed and inclusive attitudes towards each other.
- Provide environments that are free of discrimination and harassment, and inclusive of all individuals.
- Ensure the inclusion of perspectives and voices of underrepresented groups in decision-making.

College and Units are accountable to:

- Critically review college/unit structures, systems, procedures, and processes to address disadvantage and underrepresentation.

- Develop research, curriculum, and practices that support equity, diversity, inclusion, and belonging and have a positive impact in the broader community.
- Critically review college/unit sanctioned documents, publications, and other works to ensure the use of inclusive and non-discriminatory language and images that reflect social and cultural diversity.
- Provide physical and virtual environments that are accessible, including but not limited to the equipment and resources within them.
- Create and sustain a welcoming environment in their college/unit that reflects social and cultural diversity through signage, art, ceremonial spaces, language, and inclusive cultural practices and protocols.

Institutional Leadership are accountable to:

- Model the way for the university by demonstrating commitment and action toward a more equitable, diverse, and inclusive community.
- Critically review institutional structures, systems, policies and procedures, and processes to address disadvantage and underrepresentation.
- Critically review university sanctioned documents, publications, and other works to ensure the use of inclusive and non-discriminatory language and images that reflect social and cultural diversity.
- Provide physical and virtual environments that are accessible, including but not limited to the equipment and resources within them.
- Create and sustain a welcoming environment in common spaces that reflects social and cultural diversity through signage, art, ceremonial spaces, language, and inclusive cultural practices and protocols.

Compliance:

Demonstrating commitment and action toward a more equitable, diverse, and inclusive community requires reflection and active learning. As such, application of this policy will focus on providing the education, resources, and support to meet the accountabilities as outlined. All members of the university community are expected to understand equity, diversity, and inclusion and are responsible for the implementation of such within their scope of influence and authority.

The University of Saskatchewan and members of the university community are required to comply with all relevant legislation related to human rights and employment equity.

Formal complaints will be resolved through application of the appropriate university policy, regulations, guidelines, or collective bargaining agreements.

See Related Documents.

Related Documents:

Supporting documentation:

- Equity, Diversity, and Inclusion Strategy and Action Plan (in progress)

Complementary policies and procedures:

- Living Our Values Policy (in progress)
- Anti-Racism Policy (in progress)
- Safe Disclosure Policy

- [Regulations on Student Academic Misconduct](#)
- [Standard of Student Conduct in Non-academic Matters](#)
- [University Learning Charter](#)
- [Students with Disabilities: Academic Accommodation and Access Policy](#)
- [Employment Practices Policy](#)
- [Employee Assistance Program Policy](#)
- [Health and Safety Policy](#)
- [Violence Prevention Policy](#)
- [Sexual Assault Prevention Policy](#)
- [Discrimination and Harassment Prevention Policy](#)
- [Naming of University Assets Policy](#)
- The University's employment handbooks and collective bargaining agreements

Relevant legislation:

- *Universal Declaration of Human Rights*
- *Canadian Charter of Rights and Freedoms*
- *Canadian Human Rights Act*
- *Employment Equity Act*
- *The Saskatchewan Employment Act*
- *The Saskatchewan Human Rights Code*

Contact:

If you have questions about this policy, please contact:

Contact Person: Associate Vice-President, People and Resources

Email: diversity@usask.ca

Equity, Diversity, and Inclusion Policy - Key Stakeholder Plan

As of September 22, 2020

Stakeholder identification criteria:

- Will the person or their organization be directly or indirectly affected by this policy?
- Does the person or their organization hold a position from which they can influence the policy's success?
- Does the person have an impact on the success of the policy through the resources they contribute (material, personnel, funding)?
- Does the person or their organization have any special skills or capabilities the policy will require?

Stakeholder	Purpose of Consultation/ Intended outcome	Approach	Tools/Info Needed	Lead
President & Chief of Staff, President's Office	• Inform of work underway • Update on progress to date	Meeting		Cheryl Carver
EDI Project Advisory Group	• Consultation and feedback • Further input on strategy and action plan direction	Meeting	Presentation/ draft document	Dana Carriere
EDI Champions	• Consultation and feedback • Further input on strategy and plan direction	Meeting	Presentation/ draft document	Dana Carriere
PEC	• Update on process and progress to date • Consultation and feedback	Meeting	Presentation/ draft document	Cheryl Carver
People and Resources Leadership Team Senior HR SBAs	• Consultation and feedback • ***Advice on employment implications***	Meeting	Presentation/ draft document	Dana Carriere/ Ashley Cates
Deans Council	• Consultation and feedback	Meeting	Presentation/ draft document	Cheryl Carver
EDI Centric groups/organizations: Gwenna Moss Centre for Teaching and Learning	• Consultation and feedback	Meeting	Presentation/ draft document	Dana Carriere/ Ashley Cates

College of Medicine Strategic Research Initiatives People and Resources				
VP Research Executive Centre Directors	• Consultation and feedback	Meeting	Presentation/ draft document	Dana Carriere/ Ashley Cates
POC/University Secretary	• Advise on path to ensure appropriate consultation and ultimately approval of policy • Consultation and feedback	Meeting	Presentation/ draft document	Cheryl Carver
Office of the Vice-Provost Indigenous Engagement	• Ensure alignment of policy with portfolio goals and priorities • Consultation and feedback	Meeting	Presentation/ draft document	Dana Carriere/ Ashley Cates
Vice-Provost Teaching, Learning & Student Experience Team	• Consultation and feedback	Meeting	Presentation/ draft document	Dana Carriere/ Ashley Cates
Vice-Provost, Faculty Relations Team	• Inform of process and progress to date • Consultation and feedback • ***Advice on faculty relations implications***	Meeting	Presentation/ draft document	Dana Carriere/ Ashley Cates
Student Groups: USSU GSA	• Consultation and feedback	Meeting	Presentation/ draft document	Dana Carriere/ Ashley Cates
Unions	• Consultation and feedback	Meeting	Presentation/ draft document	Colin Weimer Ana Crespo Martin
Council Committees • APC • TLARC • RSAW • PPC • Governance Committee	• Consultation and feedback	Meeting	Presentation/ draft document	Cheryl Carver, Dana Carriere/ Ashley Cates

Board of Governors	• Approval (October 2020)		Presentation	President (Cheryl Carver)
University Council	• Input (September 2020) • Approval (October 2020)		Presentation/ draft document	
Senate	• Endorsement (October 2020)		Presentation	

Consultation Underway