



**For more information on Employment Equity,
Diversity and Inclusion at the Mount:**

<https://intranet.msvu.ca/depts/hr/EmployeePrograms/Pages/>

Diversity & Inclusion

A Mount Community Initiative



Equity, Diversity and Inclusion at the Mount

Equity, diversity and inclusion means acknowledging and embracing each individual's uniqueness, which includes race, ethnicity, sex, sexual orientation, gender identity and gender expression, socio-economic status, age, religious beliefs, political beliefs, and other characteristics and ideologies. It also means celebrating, in a safe environment, the rich dimensions of diversity contained within each individual. Cultivating diversity in the workplace develops stronger relationships, fostered by trust, respect and open dialogue.

Mount Saint Vincent University strives to be welcoming and understanding, and is committed to fostering equity, diversity, and inclusion. The Mount encourages everyone to take steps to understand the diverse cultures, ethnicities and beliefs within the Mount and our neighboring communities.

What does inclusion at the Mount look like?

- ✓ Know the diversity and inclusion goals of the Mount. How can you embrace diversity?
- ✓ Contribute to the creation of universal policies as well as inclusive and safe spaces
- ✓ Be culturally curious and reflect on issues of discussion
- ✓ Engage in open and respectful dialogue
- ✓ Recognize that your colleagues with diverse cultural backgrounds might have different beliefs and expectations than you
- ✓ Treat people in a way they wish to be treated rather than the way you wish to be treated
- ✓ Be mindful of our language; make sure it's as inclusive as possible
- ✓ Lead by example



Our Employment Equity Policy

Mount Saint Vincent University is committed to equity, diversity and inclusion 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 endeavor and community life.

Mount Saint Vincent University recognizes the importance of reversing historic disadvantage in employment experienced by the four groups designated in the Federal Employment Equity Act (Aboriginal people, persons with disabilities, other racialized groups, and women) as well as other designated groups recognized under the Nova Scotia Human Rights Act. As an institution that has advocated the education and advancement of women, we are well positioned to be an ally to all.

Purpose

The purpose of this policy is to outline the University's commitment to employment equity, diversity and inclusion.

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 diverse communities, the education of faculty, staff, and administrators responsible for recruitment, hiring and retention, and the monitoring of selection processes to ensure adherence of best practices to achieve equitable representation within the University.
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 diverse candidates, to inform through appropriate communication, and to promote an environment which achieves and celebrates diversity and inclusion.
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, diversity and inclusion 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 reports to the President, Vice-President (Academic) and Vice-President (Administration).

