



Employment Equity Policy

Preamble

Mount Saint Vincent University is committed to equity and diversity/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 endeavour 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 and diversity/inclusion.

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 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 communications, and to promote an environment which achieves and celebrates diversity/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 and diversity/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 will report to the President, Vice-President (Academic & Provost) and Vice-President (Administration).

Approved and recommended by the Employment Equity Committee: March 30, 2017

Approved by HRGC: June 2, 2017

Approved by BOG: June 22, 2017

Approved by HRGC: January 29, 2018

Approved by BOG: March 1, 2018