Policy	**G-2.1**
Approved By:	**Board of Governors**
Approval Date:	**February 4, 2019**
Amendment Date:	
Policy Holder:	**President**

EQUITY, DIVERSITY, AND INCLUSION

Purpose / Rationale

Camosun College (referred to as "Camosun" or "the College") values and promotes human rights, adheres to the BC Human Rights Code, and commits to foster a college community that enables full participation of all students and employees to study and work.

The College celebrates the diversity of its students and employees and sees diversity as a strength in its vision to, "inspire life-changing learning" and mission to, "build a better future for our community with relevant, innovative, and applied education."

The College recognizes that society and post-secondary institutions historically and systemically have marginalized equity-seeking groups. We acknowledge that this marginalization continues to hinder an individual's ability to fully, freely, and equitably participate within an academic institution and in society. We strive to ensure socioeconomic status does not hinder someone's ability to access and be successful in post-secondary education.

As such, the College commits to identify, prevent, and eliminate discrimination and harassment in all its forms with respect to race, colour, ancestry, place of origin, physical or mental disability, sex, gender identity or expression, sexual orientation, age, religion, political belief, marital status or family status of that person or that group or class of persons.

As an institution that plays a key role in developing an engaged, civic-minded and community-focused educated society, Camosun College commits to uphold the values of equity, diversity, and inclusion to foster a barrier-free, respectful, and welcoming learning and working environment.

This policy:

- Articulates a core set of principles that lead to the development and implementation of practices for how we relate to and engage with students, employees and the wider community;
- Reflects the values articulated in Camosun's Strategic Plan;
- Enables our core values and College capabilities to be integrated into consistent; practices that foster equity, diversity, and inclusion;
- Enhances the educational success of students.

Scope / Limits

This policy applies equally to all persons associated with Camosun College: employees, students, and members of Camosun College Board of Governors, while engaged in College activities.
This policy is not intended to interfere with related legislation nor the rights and obligations specified in current collective agreements. Where collective agreements include specific language regarding this policy, the collective agreement language will prevail.

DEFINITIONS[1]

1. **Equity:** Equity is about fairness. It is the process that removes barriers to ensure access to educational and employment opportunities. To maintain and enhance the quality of teaching and learning at the College, and to ensure fairness, individuals or groups may at times need to be treated differently. Equity addresses the effects of colonization, economic and social disparity, and injustices against marginalized groups, and systemic barriers to access and participation.

2. **Diversity:** Diversity functions to affirm each individual's unique and varied histories, experiences, and ways of being, knowing, doing and relating. It is about being different and acknowledging and celebrating differences. Our experience and understanding of diversity strengthens us and supports the work we do at Camosun.

3. **Inclusion:** Inclusion is the process through which we build a community where the diversity of human experiences, perspectives, and identities is recognized and respected. Inclusion fosters belonging. It affords everyone the right to participate and strengthen the collective well-being of our communities.

Principles

1. **Support for Persons with Disability-Related Barriers[2]**

   Camosun strives to ensure the participation of persons with disabilities by promoting leading practices. The College is committed to identifying and removing institutional and social barriers that prevent access and impede success.

   The College is also committed to providing students and employees with disabilities with appropriate and reasonable accommodations, creating barrier-free buildings, renovating existing buildings to increase access, adapt learning and work spaces, and incorporate tools

[1] These definitions were developed as a result of extensive consultations with students and employees of the College.
[2] The College heard from both opponents and advocates of using the term “disability” and recognize that the term can be contentious. In the policy, the College opts to use the term “disability” based on extensive consultations with persons with disabilities at the College. With use of this language, the policy seeks to honor the reclamation of the term by the disability community, notes the political weight the term carries, and recognizes the historic and contemporary struggles endured by the disability community.

to support the social inclusion of persons with disabilities through awareness, education, and celebration.

2. Support the Implementation of College-Wide Indigenization[3]

Camosun is committed to and honours Indigenization and recognizes that it benefits all students and employees.

Camosun College supports the United Nations Declaration of Rights for Indigenous Peoples and The Truth and Reconciliation Commission of Canada's (TRC) Calls to Action. The Declaration's articles and the TRC's calls to action reflect our commitment to equity, diversity, and inclusion in the context of a college on the path to Indigenization, decolonization, reconciliation, and relationship-building with Indigenous communities. We are committed to indigenizing our policies, processes, and practices to enhance students' learning and employees' working experiences.

3. Human Resource Practices Through an Equity, Diversity, and Inclusion Lens

Camosun seeks to attract, retain, and develop a highly qualified, capable, and diverse workforce that represents our communities. We foster an inclusive, respectful, and safe work environment in which we encourage collegiality among employees and a culture of collaborative learning with students.

We are committed to equity in employment. Our hiring practices seek to be transparent, comply with the provisions of the Human Rights Code, address unintentional bias, and are impartial, fair, and honest. We provide an onboarding experience that fosters welcoming, belonging, and inclusion and offer ongoing leadership, learning, and professional development opportunities that foster equity, diversity, and inclusion.

4. Increasing Support for Equity, Diversity, and Inclusion

Camosun ensures that every person - student or employee - has access to a range of guidance and support needed to uphold and embody the values of equity, diversity, and inclusion.

We provide cultural and social awareness, education, training, and learning to foster understanding among various social groups and provide guidance and support related to protected grounds under the BC Human Rights Code. Working with and across College units, we address human rights, discrimination, and harassment concerns and complaints for both students and employees.

[3] Indigenization is an ongoing strategic priority for Camosun College. The College is committed to working with Indigenous communities on campus to ensure the values of Indigenization are reflected in our practices of equity, diversity, and inclusion.

Using a research-based and data-informed approach, we will identify areas for improvement and will continuously evaluate the state of equity, diversity, and inclusion at the College.

5. **Inclusive and Accessible Information on College Services, Systems, and Processes**

   Camosun is responsive to the diversity of abilities in the community we serve. Where possible, we will produce and publish information in plain language that is usable by people of all abilities, regardless of their physical, neurological, cognitive, auditory, visual, and/or speech ability. We strive to communicate in inclusive, accessible, and multimodal formats.

6. **Curricula and Instruction**

   The College values each learner and recognizes that students learn in a variety of ways. We are committed to researching and providing leading teaching and learning practices that respond to students' learning needs through strength-based approaches. In designing curricula and instruction, we will encourage the application of Universal Design for Learning principles and ensure that the education approvals process upholds the values of equity, diversity, and inclusion.

Related Legislated References

- BC Human Rights Code
- Canadian Charter of Rights and Freedoms
- Disability Services Framework - Guidelines for the Accommodation of Students with Disabilities Attending Post-Secondary Education in BC
- Occupational Health and Safety Regulation:
- The United Nations Declaration on the Rights of Indigenous Peoples

References to Related Camosun Policies, Documents, and Websites

- Academic Schedule Policy
- Admission Policy
- British Columbia Government and Service Employees' Union (BCGEU) Collective Agreement
- Camosun College Faculty Association (CCFA) Collective Agreement
- Canadian Union of Public Employees (CUPE) Collective Agreement
- Employee Standards of Conduct
- Employment Equity
- Freedom of Information and Protection of Privacy
- Indigenization and Reconciliation Project Charter:
- Indigenization Policy (in progress)
- Recruitment and Selection Policy
- Respectful Workplace
- Sexual Violence and Misconduct Policy
- Student Appeals Policy
- Student Complaints Process
- Student Conduct Policy