

## ARTICLE 1.8 EMPLOYMENT EQUITY POLICY

### 1.0 Principles

1.1 The University and the Association recognize that particular measures are required to promote equity in the employment of those identified in the list of designated groups (1.2). The University upholds the principle of equity in employment and maintains an inclusive, supportive, hospitable and welcoming employment environment for all individuals. In order to implement such measures that achieve the goal of Employment Equity there shall be an Equity Committee established with an equal number of members from both the Association and the University (3.0).

1.2 The designated groups to which this policy refers shall initially be women, visible minorities, Aboriginal peoples, and persons with disabilities. The list of designated groups shall be reviewed at least yearly by the Equity Committee.

### 2.0 Objectives

2.1 Non-Discrimination. The University agrees to identify and alter discriminatory policies and practices found in the recruitment, selection, transfer, promotion, performance appraisal, training, career development, compensation, benefits, termination and working conditions of employment in all levels and categories of employment.

2.2 Qualifications. The primary criterion for appointment to positions at the University is academic, professional, administrative or technical excellence as applicable. No candidate shall be recommended for appointment who does not meet the criteria for the appointment in question. The best available candidate should be hired, regardless of membership in a designated group (subject to clauses 2.3, 2.4 and 2.5 below).

2.3 Where the qualifications of two candidates for appointment are demonstrably equal and one of these candidates is a member of a group that is under-represented in continuing appointment positions then, all else being equal, the candidate of the under-represented group should be offered the position.

2.4 Recruitment and Advertising. The University undertakes to use search procedures that include an active search for qualified members of under-represented groups. Such procedures include advertising positions through a selection of professional associations, equity group associations, and publications targeted toward under-represented groups.

2.5 Appointment. It is important to ensure that the criteria for appointment do not undervalue work that is done by members of designated groups. In the evaluation of candidates for appointment, confirmation, renewal, tenure and promotion, the criteria adopted must not systematically discriminate against members of designated groups and shall be reviewed by Deans, Directors and, as appropriate, Chairs. Selection committees are required to take special care not to eliminate at early stages, due to differences in career patterns or progress, potentially strong candidates who are members of designated groups.

2.6 Data Collection. Recognizing that data collection is an integral component of monitoring and assessing employment equity, the University will build and maintain an on-going database to identify membership, career progress and

retention in the designated groups. This information shall be made available to the Committee. The development of the database will be based on a process of voluntary self-identification by means of a form approved by the Committee. Such form to be distributed to current members and new hires.

### 3.0 Equity Committee

There shall be a joint Association/University Employment Equity Committee which will develop and monitor employment equity for the University,Ãs academic community.

a) Within one hundred and twenty (120) days of signing this Agreement, the Association shall appoint two (2) members to the committee and the University shall appoint 2 members to the committee and the University shall appoint two members to the committee.

b) The Committee shall consider whether there are any equity barriers in the collective agreement and, whether there are steps that might be taken to improve the recruitment and retention of employees from the designated groups. The Committee shall provide advice to both parties on these matters within six (6) months of the Committee,Ãs first meeting and on an on-going basis to be established by the Committee.

c) The Committee shall consider the addition/removal of groups from the list of designated groups affected by this policy based on evidence collected (2.6) and make necessary recommendations to both parties.