
Type:	C – Institutional	Last Approved: June 28, 2012
Executive Responsibility:	President & Vice-Chancellor	Next Review: May 1, 2016
Administrative Responsibility:	Director, Human Rights and Respectful Workplace Office	Policy: 21.04

1. CONCEPTS

1.1 Climate

Campus climate refers to the prevailing social and cultural attitudes, standards or conditions of a place. This includes the effects of explicit institutional policies as well as the effects of the range of informal practices and implicit policies that contribute to social and cultural conditions.

1.2 Diversity

In the institutional context diversity refers to the presence and inclusion of students, staff and faculty belonging to varying social identity groups.

1.3 Educational Equity

The goal of educational equity is for all members of our society to have fair and equal opportunities to participate in and enjoy the benefits of an educational institution. Employment equity is a fundamental component of educational equity as it is central to the creation of a welcoming and supportive educational environment inclusive of all members of our communities.

1.4 Equity

The concept of equity goes beyond equal treatment (where everyone is treated the same) to fostering a barrier-free environment where everyone has the opportunity to benefit equally. It recognizes that some people or groups of people may require unique approaches.

1.5 Social Identity

The concept of social identity refers to the ways in which people identify themselves and others on the basis of characteristics such as ancestry, race, ability, faith, gender, gender identity, sexual orientation, marital and family status, and socio-economic status.

2. PROCEDURE:

While administrative responsibility rests with the Director, Human Rights and Respectful Workplace Office, the President's Committee on Diversity, Equity & Human Rights will establish the scope of institutional initiatives to promote diversity and educational equity. The Committee is responsible for advising the President and the University on measures for promoting and developing institutional diversity, equity, and respect for human rights.

2.1 The Terms of Reference for the Committee are:

- identifying strategies and programs for creating awareness among students, faculty and staff of our commitment to institutional diversity, equity and human rights;
- recommending priorities for employee and student education related to diversity, equity and human rights;
- conducting research both internally and externally to identify gaps, barriers, emerging issues and best practice related to institutional diversity, equity and human rights;
- developing recommendations based on research and best practice for programs, strategies and initiatives that promote and enhance institutional diversity, equity and respect for human rights;
- evaluating the effectiveness of institutional initiatives related to diversity, equity and human rights;
- developing new policies and procedures related to diversity, equity and human rights, as required, as well as the evaluation and revision of existing policies and procedures; and,
- reviewing and recommending the annual report to the President from the Director, Human Rights and Respectful Workplace Office on the activities of the Office and the Committee.

The Committee will meet quarterly and additional meetings can be called at the discretion of the Chair.

2.2 Committee Composition

Committee members will be appointed by the President and Vice-Chancellor based on recommendations from the Human Rights and Respectful Workplace Office, the President's Committee on Diversity, Equity & Human Rights, the three employee unions, and the VIU Students' Union. The goal is to balance the membership so that constituent groups and campuses are represented as well as members that

can expand committee awareness of the needs and experiences of equity seeking groups.

- the Committee shall include at least one member from the Senior Management Group;
- members shall be appointed by the President for a two year term, except for the inaugural committee where half of the members will be appointed for three year terms;
- the Committee Chair will be elected by the Committee; and,
- the Committee will be composed of 12 members, including the Chair. In addition, the Director, Human Rights and Respectful Workplace Office and the Executive Director of Human Resources will serve as ex-officio voting members of the Committee.

Related Policies and Procedures:

[Policy 21.03 – Human Rights](#)

[Procedure 21.03.001 – Human Rights: Educational Initiatives and Complaint Resolution](#)

[Policy 21.08 – Accommodating the Observance of a Religious Holy Day](#)

[Procedure 21.08.001 – Employee Leave Request for Observance of a Religious Holy Day](#) Policy

[Procedure 21.08.002 – Student Leave request for Observance of a Religious Holy Day](#)

[Policy 21.02 – Accommodation of Employees](#)

[Procedure 21.02.001 –Employee Accommodation](#)

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