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<b>Type:</b>	C – Institutional	<b>Last Approved:</b>	
<b>Executive Responsibility:</b>	President & Vice-Chancellor	<b>Next Review:</b>	
<b>Administrative Responsibility:</b>	Diversity, Equity, and Human Rights Advisor	<b>Policy:</b>	21.04

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#### CONCEPTS:

##### 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.

##### Diversity:

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

##### Educational :

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 education. Educational equity encompasses all parts of the institution involved in the process of teaching and learning including, but not limited to, equity in access and benefits; curriculum and instructional materials and practices; assessment and evaluation materials and practices; campus culture and environment; student development; and faculty enrichment. 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.

##### Equity:

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

PROCEDURE:

While operational responsibility rests with the Diversity, Equity, and Human Rights Advisor, the President's Committee on Diversity, Equity and Human Rights will inform 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.

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 policies related to diversity, equity and human rights, as required, as well as the evaluation and revision of existing policies; and,
- reviewing and recommending the annual report to the President from the Diversity, Equity & Human Rights Advisor 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.

Committee Composition:

Committee members will be appointed by the President and Vice-Chancellor based on recommendations from the Diversity, Equity and Human Rights Office, the President's Committee on Diversity, Equity and Human Rights, the three employee unions, and the VIU Student 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.

1. The Committee shall include at least one member who is a senior from the executive of the University.
2. 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.
3. The Committee Chair will be elected by the Committee.

4. The Committee will be composed of 12 members, including the Chair. In addition, the Diversity, Equity and Human Rights Advisor and the Director of Human Resources will serve as ex-officio voting members of the Committee.

Related Policies and Procedures:

Policy 21.03 – Human Rights

Policy 21.08 – Accommodating the Observance of a Religious Holy Day

Policy XX.xx – Employee Accommodation Policy

Procedure XX.xx.xxx – Procedure for Employee Accommodation

Procedure 21.08.001 – Employee Leave Request for Observance of a Religious Holy Day

Procedure 21.08.002 – Student Leave request for Observance of a Religious Holy Day

Procedure 21.03.001 – Human Rights: Educational Initiatives and Complaint Resolution

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