

Number:	RHR-226
Title:	Equity, Diversity and Inclusion
Person responsible for enforcement:	Secretary General
Entered into force:	February 3, 2021
Approved:	February 3, 2021 by the Board of Governors <i>This document replaces all previous regulations on this subject.</i>
Exception :	No exception to this regulation without prior written authorization from the Board of Governors

In this document, the masculine form is used without prejudice and for conciseness purposes only.

1. Preamble

The University recognizes that equity, diversity and inclusion strengthen the academic community, and is committed to supporting these principles as strategic factors of excellence at the heart of its development, as they enrich our work, study and research environment.

Accordingly, the University is committed to pursuing its strategic objectives and obligations in such a way as to ensure inclusion, participation, appreciation, recognition, support, transparency and a sense of belonging for all students and staff.

2. Definitions

In September 2019, the University adhered to the principles of the [Dimensions: Equity, diversity and inclusion Canada](#) charter. We have retained definitions from this source:

- a) **Equity** with respect to women, Indigenous Peoples (First Nations, Inuit and Métis), persons with disabilities, members of visible minorities or racialized groups, and members of LGBTQ2+ communities;
- b) **Diversity** as defined by various facets including age, education, family or parental status, immigration status, religion, language, place of origin, ethnicity, culture, and socio-economic status;
- c) **Inclusion**, which refers to the practice of ensuring that all people are valued and respected for their contributions and receive equal support.

3. Regulation

3.1 These population considerations, identity markers and inclusive practices form the day-to-day basis for all decisions made by the University, whether in recruiting staff, selecting committee members or allocating funds to specific projects. Equity, diversity and inclusion are considered every time.

3.2 The University Planning Committee ensures the integration of these three principles into the overall structural functioning of the University. It is under its guidance that a vision statement and an action plan for equity, diversity and inclusion indicators are developed.

This vision statement and plan must include an awareness strategy, initiatives such as staff and management training, an accountability mechanism, and the updating of knowledge and best practices on equity, diversity and inclusion.

3.3 As a matter of practice, Human Resources Services deals with equity, diversity and inclusion in all hiring processes and in the day-to-day management of labour relations.