

Number:	RHR-226
Title:	Equity, Diversity and Inclusion
Person responsible for enforcement:	Secretary General
Entered into force:	December 7, 2022
Approved:	December 7, 2022, 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 (EDI) 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

Here are the definitions used in the field:

- 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 2SLGBTQ+ 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 Institutional Equity, Diversity and Inclusion Committee (IEDIC) will consider in its proposals the integration of these three principles into the overall structural functioning of the University.

From the vision statement, IEDIC will develop a strategy for the successful implementation of the action plan.

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.

4 Institutional Equity, Diversity and Inclusion Committee

- 4.1 The IEDIC reports to, and is chaired by, the Associate Vice-Rector, Talent, Diversity and Culture. She is responsible for recruiting members using the most appropriate means for each group.

The IEDIC will consist of up to fifteen individuals representing the following groups:

- regular faculty professor
- part-time faculty professor
- union and non-union administrative support staff
- administrators and managers
- student population
- university alumni
- front-line responders
- individuals with expertise in the area of EDI

Members of this committee will be selected in accordance with this regulation.

- 4.2 The role of the IEDIC is to:

- a) periodically review the vision statement and action plan, with changes endorsed by both the Senate and the Board of Governors;
- b) oversee the implementation of this action plan;
- c) report annually to the Senate and the Board of Governors;
- d) propose amendments to this regulation as necessary.