

Policy History
Policy No. HR15
Approving Jurisdiction: President
Administrative Responsibility: Office of the President
Effective Date: July 2014

Diversity and Inclusiveness Procedure

A. DEFINITIONS

In these procedures and the related Diversity and Inclusiveness Policy:

1. **“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 policies, laws, and norms that contribute to social and cultural conditions;
2. **“discrimination”** means any treatment or action (verbal or behavioural), covert or overt, intentional or unintentional, that has the purpose or effect of singling out an individual or group for differential treatment on a prohibited ground, and that has no bona fide and reasonable justification.
3. **“diversity”** refers to the presence and meaningful inclusion of all members of the KPU community belonging to varying social identity groups;
4. **“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;
5. **“inclusiveness”** refers to the active, intentional and ongoing integration of all KPU students and employees regardless of social identity into all areas of the University. An inclusive environment is one in which each person is able to see their identity as belonging to and valued within the University; a University where learning, working and physical environments are designed to be welcoming and usable by all people, to the greatest extent possible in a practical and meaningful manner;
6. **“origin”** refers to a person’s parentage, descent, lineage, family, heritage, genesis, birth, or genealogy; and
7. **“social identity”** refers to the ways in which people identify themselves and others on the basis of characteristics including, but not limited to origin, ancestry, religion, culture, linguistic origin, citizenship, ethnicity, race, faith, ability, age, gender, gender identity, sexual orientation, marital and family status, physical and mental disabilities, political belief and socio-economic status;

B. PROCEDURES

1. President's Diversity and Equity Committee

- a. The role of the President's Diversity and Equity Committee (PDEC) is to provide leadership in the advancement of inclusivity and diversity at KPU.
- b. PDEC's mandate is to ensure the implementation of Policy as follows:
 - i. identify and coordinate diversity and equity initiatives across the various Faculties and divisions of the University and further facilitate self-determination and leadership by and for these diverse groups;
 - ii. identify gaps in KPU's current policies and practices and recommend accordingly;
 - iii. seek input from individuals and groups at KPU and beyond;
 - iv. examine approaches at other institutions and adapt best practices for KPU;
 - v. sponsor communications, research and events that support diversity and equity; and
 - vi. develop and implement a strategic plan with metrics for diversity and equity.

2. Committee Composition

- a. President (Chair)
- b. The Director of Diversity
- c. Provost or designate
- d. Vice Provost Students or designate
- e. Associate Vice President Human Resources or designate
- f. Vice Chair of Senate or designate
- g. Academic Council representative, appointed by the Provost
- h. 7 Student representatives, appointed by the Kwantlen Student Association from its constituent groups (plus alternates) (2 year staggered term)
- i. 2 Faculty members appointed by the Kwantlen Faculty Association (plus alternate) (2 year staggered term)
- j. 2 Staff members appointed by the B.C. Government and Service Employees' Union (plus alternate)*
- k. Professional Staff member appointed by the President (2 year staggered term)

Other members may be added to this group, at the discretion of the President, as needs arise.

Quorum will be established at 50% plus one.

Committee support and funding is provided by the Office of the President.

3. Meetings

- a. Meetings are open and are held monthly with a schedule established to maximize participation as membership changes. Guests will be invited to discuss specific areas of interest.

4. Rule of Order and Authority

- a. The committee will operate by consensus. Quorum will be established at 50% plus one. Its recommendations will provide advice to the President who will then determine the appropriate follow up via governance and other processes.
- b. All the deliberations of PDEC will be public and will be posted to the PDEC website.

5. Complaints

- a. For those who feel KPU has not met its obligations regarding Diversity and Inclusiveness, please contact the President's Office: president@kpu.ca

C. RELATED POLICY

Refer to HR15 *Diversity and Inclusiveness Policy*