

BCIT COMMUNITY REVIEW BRIEFING NOTE

PREPARED BY: Chris Hudson, Vice-President, People, Culture & Inclusion; Jennifer Figner, Provost & VP Academic; Justin Williams, Associate VP, Academic; Mark Seeley, Director, RDI

ISSUE: Proposed Revisions to Policy 7511 Employment and Educational Equity

OBJECTIVE:

Policy 7511 was last reviewed in 2004 and has never been put forward for Board of Governors approval. Employment and educational equity are critically important to BCIT's strategic mandate, to education, and in our society in general. The above policy sponsors have led a review and re-drafting of this Policy, aiming to provide awareness and guidance about principles of equity applicable in our BCIT community. We are seeking to proceed with a community review of these proposed revisions before submitting them for Board approval.

BACKGROUND:

It is common in post-secondary institutions to have an Equity Policy. KPU, VIU, UBC, Capilano University and others highlight the importance of equity through policy. We have recommended a change in sponsorship of this Policy from Human Resources alone to Human Resources *and* Academic to reinforce the importance of equity in our educational mission.

DEVELOPMENT PROCESS:

The Policy was reviewed, edited, and revised in draft by a working group comprising BCIT's Respect, Diversity, and Inclusion Office; Equity, Diversity, and Inclusion Committee; Associate Vice-President, Academic; and Director, Employee Relations. While much of the content has been changed to modernize language and approach, the spirit and intent of the original policy remain. With the Policy Review Team's endorsement, we are submitting the proposed revision for the required 30-day community consultation for staff and students.

NEXT STEPS:

After the 30-day community consultation, the working group will consider any responses from the community and bring the Policy (with any changes deemed necessary or advisable) to a committee of the Board of Governors for final review. The Board committee may recommend the revisions be brought forward for approval by the Board as a whole or sent back to the working group for further review and development. The policy revision is intended to be brought to the Board of Governors for final approval in 2024.