

Employment & Educational Equity [DRAFT]

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Policy Statement

The British Columbia Institute of Technology recognizes that the BCIT community comprises individuals from every ability, background, experience, and identity, each contributing uniquely to the richness and diversity of the entire BCIT community. In recognition of this, and the intrinsic value of our diversity, BCIT affirms its commitment to the principle that all people, regardless of their intersecting identities, have a right to be treated with dignity and respect and to learn and work in an environment that is inclusive, diverse, equitable, and accessible.

This policy is intended to compliment BCIT’s strategic plan which emphasizes being a people-focused organization that puts people at the core of everything we do.

Purpose of Policy

The purpose of this policy is to affirm BCIT’s commitment to furthering inclusion, diversity, equity, and accessibility.

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Who This Policy Applies To

This Policy applies to all BCIT students and student applicants, employees (part-time, full-time, regular, temporary, and contract), contractors, employment applicants, volunteers, and visitors.

Related Documents and Legislation

Legislation

Human Rights Code, RSBC 1996, c 210

Accessible British Columbia Act, SBC 2021, c 19

BCIT Policies

Policy 7507, Harassment and Discrimination

Policy 4501, Accommodation for Students with Disabilities

Policy 1010, Economic, Social, and Environmental Sustainability

BCIT Documents

Indigenous Vision

Strategic Plan

Anti-Racism Framework

Sustainability Vision

Definitions

Accessibility

Accessibility means ensuring that all people regardless of ability or disability can participate fully, without barriers, in education, employment, services, and programs.

Diversity

Diversity refers to a range of human differences including both visible and invisible differences such as race, ethnicity, gender identity, sexual orientation, age, and religion.

Equity

Equity refers to fair and equal access to opportunity, which may necessitate differential treatment.

Equity-deserving Groups

Equity-deserving groups refer to communities that have experienced significant historical and current, collective barriers to full participation in society. This can include women and gender diverse persons, Indigenous people, people with disabilities, racialized people, and those from the 2S/LGBTQIA+ community.

Inclusion

Inclusion refers to actively addressing inequities to build a respectful and diverse working and learning environment where everyone feels they can belong, contribute, and thrive.

Intersectionality

Intersectionality is a term referring to the diverse identities that intersect for individuals and groups. For instance, from an intersectional perspective, a woman who is an immigrant and has a disability is considered relative to various aspects of their identity and experience (i.e., immigrant, woman, diverse abilities).

Personal Characteristics

Personal characteristics (sometimes referred to as prohibited grounds of discrimination) include the following as well as any others specified in the *Human Rights Code*: race, colour, ancestry, Indigenous identity, place of origin, political belief (in employment), religion, marital status, family status, physical disability or mental disability, sex, gender identity, gender expression, sexual orientation, age, criminal or summary conviction unrelated to employment (in employment).

Universal Design

Universal design is the creation of environments, services, or programs to the greatest extent possible accessible to and understood by all people.

Guiding Principles

- BCIT acknowledges that its campuses are located on unceded Indigenous Land belonging to the Coast Salish peoples, including the territories of the *x^wməθkwəyəm* (Musqueam), *Skwxwú7mesh* (Squamish) and *Salilwataʔ/Selilwitulh* (Tsleil-Waututh).
- BCIT acknowledges that the relationship with Indigenous Peoples in Canada has been troubled and must be reconciled and is committed to Reconciliation as set out in BCIT's Indigenous Vision.
- BCIT values diversity of experiences, ideas, cultures, and perspectives, fostering a community of equality and inclusivity.
- BCIT community members are expected to work from a position of respect for others' expertise, insight, and inherent worth.
- BCIT commits to sustainability that enables people to lead socially just lives within ecological limits now and in future generations.

Duties and Responsibilities

- BCIT will work to identify and remove existing discriminatory barriers preventing equal access to employment and educational opportunities, so that all individuals can participate to their full potential.
- BCIT recognizes the benefit of and will promote the use of universal design principles in the development of programs, services, and facilities.

- BCIT will provide reasonable accommodation for needs related to protected grounds in employment and education in accordance with the *Human Rights Code* and Harassment and Discrimination Policy 7507.
- BCIT recognizes that treating everyone the same can lead to inequality and further discrimination against people from equity-deserving groups. To achieve substantive equality or equity for individuals or groups who face disadvantage, BCIT may from time to time enact "special programs" in the learning or work environment. A special program is any program adopted to improve the conditions for those from groups that have faced disadvantage, and when properly implemented is permissible under the *Human Rights Code (BC)*.

Procedures Associated with This Policy

None

Forms Associated with This Policy

None

Amendment History

		<u>Approval Date</u>	<u>Status</u>
Created [version 1]:	Policy 7511	18 Jun 1991	Replaced
Revised [version 2]:	Policy 7511	4 May 1998	In force
Revised [version 3]:	Policy 7511	TBD	[pending approval]

Scheduled Review Date

TBD upon approval [may in any case be revised earlier due to changes in regulatory or operational circumstances]