

Did You Know that the Equity Office...

Did you know that the **Equity Office** was established in 1996 to advance the University's equity goals? The Office achieves this by carrying out the following mandate:

- Identifying throughout the University those structures, practices, and policies that create inequities
- Facilitating the development of new policies, procedures and programs that remove barriers to equity
- Ensuring greater and equal participation of marginalized groups and individuals in the University
- Providing leadership and information on equity matters
- Initiating cultural change throughout the University so that equity becomes everyone's concern and responsibility

Types of Equity:

- **Educational Equity:** The Equity Office also participates in the University's efforts to ensure equity in its educational mandate. This work includes the development of a system to track and analyze equity-related issues using student census information.
- **Employment Equity:** Employment Equity (EE) is a program designed to ensure that all individuals have a fair chance in the areas of recruitment, hiring, remuneration, promotion and training by striving for a diverse workforce and equitable/fair employment systems. It aims to remove systemic discrimination against disadvantaged groups in areas of employment. Systemic discrimination includes policies and practices that unintentionally exclude individuals for reasons that are not job-related; not related to ability; and not related to the safe operation of an organization.

If you would like to **learn more** about the Equity Office, they may be reached at:

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