

AM117	Administration	Equity, Diversity, and Inclusion
Handbooks	All	
Programs	All	
	Date Created	July 2020
	Effective Date	July 2021
	Date Last Reviewed	December 2023
	Date Effective after last reviewed	January 2024
	Accountability	Leadership Team
Documents/Forms		

POLICY STATEMENT

Western Community College (WCC or the College) is committed to fostering an equitable and inclusive learning and working environment. Our goal is to enable our employees, students and other stakeholders to enjoy rich, engaging and supportive educational, transferable skills and working experiences.

The College believes in the principles of Equity Diversity and Inclusion and continues to embrace practices and policies that promote the basic principles of EDI. These principles permeate the college practices through the policies related to admissions, faculty and staff hiring as well as other major policies.

WCC has established diversity and inclusion policies that are in alignment with federal and provincial laws, as well as local regulations, pertaining to equity and inclusion in education. These policies include statements of non-discrimination, equal opportunity, and the institution's commitment to fostering an inclusive and diverse learning environment.

Organizations that leverage the opportunities of a diverse workforce also commonly work to identify and address possible systemic barriers embedded within policies and practices that inadvertently exclude individuals. The adoption of this policy is intended for WCC to embrace equity, diversity, and inclusion, and recognize that different backgrounds, strengths, and perspectives of the different stakeholders.

We work to offer opportunities, supports and resources for employees, students, and other stakeholders to ensure that they thrive and succeed in their educational goals.

SCOPE

This policy applies equally to all employees, students, members of the WCC Leadership Team, Advisory Board, Academic Council and community members using College services or facilities. The application of this policy and its success depend on the commitment and effort of every member of the WCC team, in particular the leadership team. This includes not engaging in, allowing, condoning, or ignoring behaviour that violates this policy. No personal reason or conviction shall exempt any individual from his or her duty to adhere to this policy.

Definitions

Equity- Where everyone is treated according to their diverse needs in a way that enables all people to participate, perform, and engage to the same extent.

[Source: *Canadian Centre for Diversity and Inclusion.*]

Diversity- Diversity is about the individual. It is about the variety of unique dimensions, qualities, and characteristics we all possess, and the mix that occurs in any group of people. Race, ethnicity, age, gender, sexual orientation, religious beliefs, economic status, physical abilities, life experiences, and other perspectives can make up individual diversity. Diversity is a fact, and inclusion is a choice.

[Source: *Canadian Centre for Diversity and Inclusion.*]

Inclusion- Inclusion refers to creating a culture where all people feel their voices will be heard, and a sense of belonging and integration, enabling them to make meaningful contributions.

The following legislated references have been taken into consideration as a guide for this policy:

- Canadian Human Rights Act
<https://laws-lois.justice.gc.ca/eng/acts/h-6/>
- B.C. Human Rights Code
<http://www.bchrt.bc.ca/human-rights-duties/index.htm>
- Canadian Charter of Rights and Freedoms
<https://laws-lois.justice.gc.ca/eng/Const/page-12.html>
- Universal Declaration of Rights and Freedoms
<https://www.un.org/en/about-us/universal-declaration-of-human-rights>
- Disability Services Framework-Guidelines for the Accommodation of Students with Disabilities Attending Post Secondary Education in B.C.
<https://studentaidbc.ca/sites/all/files/form-library/resource-directory-accessibility-programs-services.pdf>
- United Nations Declaration on the Rights of Indigenous Peoples
https://www.un.org/esa/socdev/unpfii/documents/DRIPS_en.pdf

References related to EDI in WCC Policies, Documents and Website:

- AM103 Accommodation and Accessibility

- AM105 Code of Conduct
- AM108 Ethical Practice
- FA105 Recruiting and Appointment
- HS104 Sexual Misconduct and Harassment
- SE107 Student Code of Conduct
- Diploma Student Academic Calendar
- Degree Student Academic Calendar
- Faculty Handbook
- Onboarding Guidelines for Instructors
- www.wcc.ca

Procedures to deal with complaints:

The procedure to complain has been mentioned in the respective policies given above. Any complaint related to EDI which has not been covered in the above-mentioned policies can be resolved through the dispute resolution process.