

EMPLOYMENT EQUITY POLICY

Approved:

Senate

Board of Governors

May 23, 2007 (Minute 7)

June 5, 2007 (Minute 14)

Full legislative history appears at the end of this Policy.

PREAMBLE

The Mission of McGill University is the advancement of learning through teaching, scholarship and service to society: by offering to outstanding undergraduate and graduate students the best education available; by carrying out scholarly activities judged to be excellent when measured against the highest international standards; and by providing service to society in those ways for which we are well-suited by virtue of our academic strengths.

McGill University is committed to:

- fulfilling its mission within an institutional environment that embraces diversity;
- respecting the equal dignity and worth of all who participate in the life, work and mission of the University;
- developing policies, programs, practices and traditions that facilitate the full participation and advancement of members of historically disadvantaged groups in Canada (indigenous peoples, visible minorities, ethnic minorities whose mother tongue is neither English nor French, persons with disabilities, women, and persons of minority sexual orientations and gender identities) (hereafter, “designated groups”) by eliminating direct, indirect and systemic discrimination;
- recruiting and retaining academic, administrative and support staff on the basis of individual merit and achievement, while ensuring that all persons and, in particular, members of designated groups, will have genuine, open and unhindered access to employment opportunities free from artificial barriers;
- achieving equality in the workplace so that no member of a designated group is denied employment opportunities or benefits for reasons unrelated to ability by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.

OBJECTIVES

In furtherance of these commitments, the University will:

- continue to build a diverse workforce that is representative of the pool of potential candidates with appropriate qualifications from designated groups, while retaining individual merit and achievement as the prime criterion for all staffing decisions;
- ensure that all employment related decisions are based on principles of individual merit and achievement (that is, on such matters as job performance criteria such as skills, knowledge, and abilities relevant to specific positions) and not on factors unrelated to a person’s ability to do the job;
- ensure that University regulations, policies and practices do not have an adverse impact, direct or indirect, on the employment and advancement of members of designated groups;
- seek to increase the range of applicants for all academic, administrative and support staff positions to reflect the diversity of the pool of potential candidates with appropriate qualifications from designated groups;

- ensure that, where candidates do not differ in merit, employment decisions are guided by the University's policy on employment equity;
- seek to make reasonable adjustments for differences related to belonging to a designated group thereby enabling them to compete equally with others;
- identify those sectors of the University workforce wherein members of the designated groups are under-represented and to develop measures to address such under-representation;

More particularly, the University will ensure the implementation of this Policy by:

- developing an employment equity plan appropriate to each employee sector together with guidelines to assist those who make employment decisions in implementing the plan;
- ensuring that these plans address equity in the hiring, promotion, and recognition (through, for example, allocation of endowed and research chairs, special designations and honours) in all sectors of the workforce;
- ensuring that those in positions to make or influence employment decisions are aware of the University's employment equity policy and the employment equity plan relevant to their sector;
- ensuring that all "position requirements" constitute *bona fides* and necessary requirements for the position advertised;
- requiring appropriate academic, administrative and support units to report on the status of employment equity within the unit;
- ensuring that academic administrators (deans, chairs, directors) and the heads of administrative and support units actively support the University's initiatives in furtherance of the objectives of this Policy;
- reporting to Senate every two years on the status of employment equity in the various sectors of the workforce.

However, in its pursuit of employment equity it is understood that the University will not:

- Engage in **Reverse Discrimination** - Employment equity works to change the composition of a workforce so it better reflects that of society. Employment equity is not reverse discrimination, which occurs when a less qualified candidate is hired over a better qualified one.
- Impose **Quotas** - Employment equity does not involve the imposition of quotas for the hiring of members from designated groups. Rather, its goal is the enlargement of the pool of appropriately qualified candidates by encouraging applications from a broader range of persons, and all candidates within this pool then compete for the position.

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