

BOARD OF TRUSTEES DIVERSITY AND INCLUSION POLICY

PURPOSE The purpose of this Policy is to ensure that the Brock University Board of Trustees reflects the diversity and strength of the many networks, groups and communities it serves and that its practices are effective, fair, inclusive, respectful and competent so as to permit the full participation and inclusion of diverse groups and individuals on the Board.

SCOPE This Policy applies to the Board of Trustees and its members in the recruitment of member trustees and in the administration of Board affairs.

POLICY STATEMENT The Brock University Board of Trustees is committed to respecting, fostering and supporting diversity and inclusion at Brock University, within its leadership and university governance. The Board believes that respect must be demonstrated by our leadership. Diverse and inclusive perspectives in decision making produce better decisions. A board which reflects the diversity of the many networks, groups and communities within a framework of respect, equity, sensitivity and competency in all aspects will be more effective in serving and working within those communities.

The Brock University Board of Trustees believes that a truly inclusive organization benefits all stakeholders. Benefits include better partnerships, enhanced accountability, greater resources and an enhanced reputation.

In recognition of the importance of diversity and inclusion in university governance, the Board will make every effort to promote the participation of groups who have traditionally been underrepresented on the Board or marginalized by one or more of the following identifiers: gender, race, age, disability, gender identity, sexual orientation, religion/faith, family status, language ability, literacy, socio-economic status, ancestry, colour, ethnic origin, citizenship, creed, aboriginal ancestry and/or gender expression.

The Board will strive to create a culture that fosters critical self-reflection where it is accountable for learning about and appreciating difference. Diversity awareness and capacity building shall be an ongoing, evolving learning process.

For the purposes of this Policy, the Board will also work to ensure that its practices and processes are inclusive and support the equal and full participation of all individuals on the Board of Trustees.

Guiding principles

The primary goal in the recruitment and selection of member trustees is to ensure that:

- a) The Board is comprised of members with the necessary range of skills and experience to appropriately govern the University.
- b) The Board endeavours to achieve a diverse and inclusive membership while ensuring the desired mix of skills, knowledge and experience.

Diversity and Inclusion goals

1. Provide leadership and accountability in the area of diversity.
2. Recognize and support diversity and inclusion as a critical component of good governance.
3. Build equitable, meaningful and responsive relationships with all University stakeholders.
4. The Board will take in account systemic barriers that prevent inclusion and involvement of marginalized groups in recruitment and of Board affairs.
5. The Board will endeavor to ensure that its membership understands and supports an accessible, welcoming environment.
6. The Board will welcome nominations of candidates from groups that continue to be underrepresented. This includes groups that are underrepresented because of race, ethnicity, disability, culture, language and religion; sexual orientation, gender identity, gender expression, youth and persons of Aboriginal descent.
7. The Board will ensure that diversity is reflected and considered throughout all aspects of its governance.

Nomination process

8. The Board will continue to utilize a nomination process that incorporates the principles of transparency, openness and inclusivity when a vacancy in membership arises. The Governance/Nominating Committee of the Board will work with the University Secretariat to publicly post a vacancy notice and position profile on the website of the University Secretariat, with a statement regarding the Board's commitment to inclusivity and accessibility. The profile will clearly identify the competencies needed by the Board for the vacant position.

9. To ensure that the Board maintains the appropriate balance of skills, experience and perspectives, the primary criteria in the selection of trustees shall be merit. The Board shall incorporate the principles of inclusion in all selection decisions to enhance representation and inclusion of individuals from marginalized and/or underrepresented communities on the Board.

COMPLIANCE AND REPORTING

The Board will enhance its compliance with this Policy through the delivery of ongoing information, training and resource support to help Board members and staff to develop capacity in diversity and inclusion and to understand their respective rights and responsibilities. Periodic reviews shall be undertaken and consideration given to the development of measurement tools, performance indicators and accountability measures regarding compliance with this Policy.

The Board Secretary will report annually to the Governance/Nominating Committee on the diversity and inclusiveness of the Board's membership as voluntarily disclosed by members and the progress made towards achievement of goals set out in this Policy.

Policy owner:	Chair of the Board Governance/Nominating Committee
Authorized by:	Board of Trustees on [insert]
Effective date:	March 10, 2016
Next review:	March 2019
Revision history:	
Related documents:	<ul style="list-style-type: none">• Board of Trustees General Bylaws - Board Appointment Protocol• Board Membership Nomination Form