

BOARD OF TRUSTEES EQUITY, DIVERSITY AND INCLUSION POLICY

The purpose of this Policy is to ensure that the Brock University Board of Trustees reflects the diversity, strengths, and perspectives of the many networks, groups and communities it serves and that its practices are effective, fair, inclusive, respectful and competent so as to encourage 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 equity, diversity and inclusion at Brock University, within its leadership and university governance. The Board believes that respect must be demonstrated by our leadership. Equitable, diverse and inclusive perspectives in decision making produces 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 equity, 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: Indigenous ancestry, gender, race, age, disability, gender identity, sexual orientation, religion/faith, family status, language ability, literacy, socio-economic status, ancestry, colour, ethnic origin, citizenship, creed 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, experience and perspectives to appropriately govern the University.
- b) The Board endeavours to achieve an equitable, 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 areas of equity, diversity, and inclusion.
2. Recognize and support equity, diversity and inclusion as critical components of good governance.
3. Build equitable, meaningful and responsive relationships with all University stakeholders.
4. The Board will take into account systemic barriers that prevent inclusion and involvement of marginalized groups in recruitment and of Board affairs.
5. The Board will endeavour 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 Indigenous ancestry, gender, race, age, disability, gender identity, sexual orientation, religion/faith, family status, language ability, literacy, socio-economic status, ancestry, colour, ethnic origin, citizenship, creed, and/or gender expression.
7. The Board will ensure that equity, diversity, and inclusion 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. Nominations from the public will be invited on an ongoing basis through the website of the University Secretariat, with a statement regarding the Board's commitment to equity, diversity, inclusivity and accessibility.
9. To ensure that the Board maintains the appropriate balance of skills, experience and perspectives, the Board shall utilize a core competencies matrix in the selection of trustees and shall incorporate the principles of inclusion in all selection decisions.

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 equity, 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 equity, 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 DETAILS

Policy Owner

Chair of the Board Governance/Nominating Committee

Administrative Responsibility

University Secretary and Associate Vice-President, Governance and Policy

Policy Classification

Board

Approval

Approved by the Board on the recommendation of the Governance/Nominating Committee.

Effective Date

March 10, 2016

Next Review

2029-2030

Revision History

TBD

Related Documents

- Board of Trustees General Bylaws - Board Appointment Protocol
- Board Membership Nomination Form