



PERSONNEL-STUDENT

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Board Approved: September 26, 2023 BM #4: 2023-2024

NAME: EQUITY, DIVERSITY AND INCLUSION (EDI) POLICY

PURPOSE

Great Plains College (the "College") is committed to equity, diversity and inclusion ("EDI") in the learning and working environment. This policy aims to ensure that the College's voice and actions on the subject of EDI are consistent and commitments to living our values related to EDI are clear.

DEFINITIONS

Although EDI are social concepts that continually evolve, these terms shall have the following meanings for the purposes of this policy:

Equity: Means ensuring that all individuals have access to the same opportunities and resources, regardless of their background or circumstances. We recognize that individuals have different needs and challenges, and aim to provide targeted support and resources to help overcome these barriers. This also involves addressing systemic barriers and biases that have historically disadvantaged certain groups of people.

Diversity: Means recognizing that we are all unique and bring with us a range of world views, ways of knowing, experiences, abilities, ideas and approaches.

Inclusion: Means intentionally creating a sense of belonging where all students and employees are recognized and valued for their uniqueness; and collectively promoting a learning and work environment where barriers to access and inclusion are removed.

SCOPE

The provisions of this policy apply to all employees, students, visitors, volunteers, contractors, service providers, management and the Board of Governors.

RESPONSIBILITIES

Every member of the Great Plains College community has a responsibility to act in accordance with the Equity, Diversity and Inclusion Policy and to promote and foster understanding of the principles below. Every member is expected to understand this policy, seek guidance if there are questions, and address

POLICY

Great Plains College:

- a. Values the dignity and uniqueness of individuals and diversity in our college environments and communities.
- b. Recognizes that historical and persistent barriers to equitable participation exist and believes that a culture of inclusion is necessary to achieve our goals as defined in our strategic plan.

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- c. Believes that a culture of equity, diversity and inclusion supports fully engaged employees, serves our communities, and prepares students to achieve lifelong success.
- d. Believes the diversity of our workforce and students is valuable and should reflect the composition of our communities.

Great Plains College commits to achieving EDI by:

- a. Ensuring existing and prospective staff and students are treated fairly and are evaluated on qualifications and academic requirements.
- b. Identifying and removing barriers in recruitment and retention of underrepresented groups
- c. Fostering a culture of inclusion that is welcoming, respectful, accessible and does not tolerate harassment or discrimination.
- d. Striving to maintain a collaborative work and learning environment in which all employees feel able to participate and contribute.
- e. Ensuring staff commit to ongoing training and dialogue around EDI.
- f. Ensuring shared responsibility in making continuous progress in our EDI goals.
- g. Complying with existing legislation.
- h. Developing and implementing policies, procedures, goals and initiatives to promote EDI.
- i. Collecting data to track progress and communicate outcomes, while respecting privacy in the collection, use and disclosure of any information about personal characteristics.
- j. Seeking out service providers and community partners that reflect the College's commitment to EDI.

POLICY AMENDMENT

The College will maintain and revise this Equity, Diversity and Inclusion Policy as required to advance our EDI objectives. The College expressly reserves the right to change, modify or delete portions of this policy without notice.

REFERENCES

INTERNAL

- GPC Code of Ethics for Employees
- GPC Student Conduct Policy
- Harassment, Abuse and Discrimination Policy

EXTERNAL

- *The Saskatchewan Human Rights Code, 2018, SS 2018, c S-24.2*