



President

October 10, 2017

Employment Equity Policy

of 2SLGBTQ+ communities, and any other groups who experience barriers in employment that have been approved by the Employment Equity Council. Individuals who belong to these groups shall be invited to self-identify at the time of recruitment.

- e. Equity is an approach or process that calls for the acknowledgement of systemic power and privilege that result in oppression/ disadvantage for Equity-Deserving Groups. This approach calls for fairness and redistribution of resources to enhance access, opportunity, and success of these groups.
- f. DU\ci gY Employment Equity P`UbĪ is a comprehensive action plan that identifies, addresses, and mitigates barriers in employment procedures, policies, and practices with the aim of improving the recruitment and retention of Equity-Deserving Groups.
- g. ĪI b]hGdYWZWEa d`cma YbhEei ĪmP`UbĪ ĩg U d`Ub ħ\Uhĩg XYj Y`cdYX VmUb Academic or Administrative Unit within Dalhousie that seeks to achieve employment equity within the Unit. Each such Plan shall be consistent with and ĩbZcfa YX VmDU\ci gYĪ Ea d`cma YbhEei ĪmP`Ub.

D. Policy

- 1. Dalhousie shall comprehensively address employment equity through the development and implementation of DU\ci gYĪ Employment Equity Plan and Unit-Specific Employment Equity Plans for each academic and administrative support unit.
- 2. Human Resources and any applicable selection/appointment committee shall ensure that all recruitment initiatives and practices around appointments are governed by the following Principles of Fair Consideration:
 - i. Units will use their best efforts to attract applicants from all Equity-Deserving Groups;
 - ii. Units will give preference to qualified self-identified candidate(s) from Equity-Deserving Groups;
 - iii. Candidates who do not self-identify as a member of an Equity-Deserving Group, will be selected only if it can be demonstrated that they are substantially better qualified for the position than any other qualified candidate who has self-identified as a member of an Equity-Deserving Group;
 - iv. In the event that (a) there are qualified self-identified candidates from more than one Equity-Deserving Group and (b) some self-identified Equity-Deserving Groups are less well- represented in the applicable unit than others, a candidate from the less well- represented Group shall be given preference unless other candidate(s) are substantial

