Employment & Educational Equity

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Policy Statement

The British Columbia Institute of Technology recognizes that the BCIT community comprises individuals from every ability, background, experience, and identity, each contributing uniquely to the richness and diversity of the entire BCIT community. In recognition of this, and the intrinsic value of our diversity, BCIT affirms its commitment to the principle that all people, regardless of their intersecting identities, have a right to be treated with dignity and respect and to learn and work in an environment that is inclusive, diverse, equitable, and accessible.

Purpose of Policy

The purpose of this policy is to affirm BCIT's commitment to furthering inclusion, diversity, equity, and accessibility.

Table of Contents

Who This Policy Applies To

This Policy applies to all BCIT students and student applicants, employees (part-time, full-time, regular, temporary, and contract), contractors, employment applicants, volunteers, visitors, and the BCIT Board of Governors.

Related Documents and Legislation

Legislation
Human Rights Code, RSBC 1996, c 210
Accessible British Columbia Act, SBC 2021, c 19

BCIT Policies
Policy 7507, Harassment and Discrimination
Policy 4501, Accommodation for Students with Disabilities
Policy 1010, Economic, Social, and Environmental Sustainability

BCIT Documents
Accessibility Plan
Anti-Racism Framework
Indigenous Vision
Strategic Plan
Sustainability Vision

Definitions

Accessibility
Accessibility means ensuring that all people, regardless of ability or disability, can participate fully, without barriers, in education, employment, services, and programs.

Diversity
Diversity refers to a range of human differences which includes both the visible and invisible. Examples include but are not limited to race, ethnicity, gender identity, sexual orientation, socio-economic position, ability and political beliefs. BCIT champions diversity; it is a core value underpinning everything we do as a community.

Equity
Equity refers to fair and equal access to opportunity, which may necessitate differential treatment.

Equity-deserving Groups
Equity-deserving groups refers to communities that have experienced significant historical and current collective barriers to full participation in society. This can include women and gender diverse persons, Indigenous people, peoples with disabilities, racialized people, and those from the 2S/LGBTQIA+ community.

Inclusion
Inclusion refers to actively addressing inequities to build a respectful and diverse working and learning environment where everyone feels they can belong, contribute, and thrive**.**

Intersectionality
Intersectionality is a term referring to the diverse identities that intersect for individuals and groups. For instance, from an intersectional perspective, a woman who is an immigrant and has a disability is considered relative to various aspects of their identity and experience (i.e.,

immigrant, woman, diverse abilities).

Personal Characteristics
Personal characteristics (sometimes referred to as prohibited grounds of discrimination) include the following as well as any others specified in the *Human Rights Code*: race, colour, ancestry, Indigenous identity, place of origin, political belief (in employment), religion, marital status, family status, physical disability or mental disability, sex, gender identity, gender expression, sexual orientation, age, criminal or summary conviction unrelated to employment (in employment).

Universal Design
Universal design is the creation of environments, services, or programs to the greatest extent possible accessible to and understood by all people.

Guiding Principles

- BCIT acknowledges that its main campus is located on the unceded traditional territories of the Coast Salish Nations of S̱ḵwx̱wú7mesh (Squamish), səl̓ílwətaʔɬ (Tsleil-Waututh), and xʷməθkʷəy̓əm (Musqueam).

- BCIT acknowledges that the relationship with Indigenous Peoples in Canada has been troubled and must be reconciled and is committed to Reconciliation as set out in BCIT's Indigenous Vision.

- BCIT values diversity of experiences, ideas, cultures, and perspectives, fostering a community of equality and inclusivity.

- BCIT community members are expected to work from a position of respect for others' expertise, insight, and inherent worth.

- BCIT commits to sustainability that enables people to lead socially just lives within ecological limits now and in future generations.

Duties and Responsibilities

- BCIT will work to identify and remove existing discriminatory barriers preventing equal access to employment and educational opportunities, so that all individuals can participate to their full potential.

- BCIT recognizes the benefit of and will promote the use of universal design principles in the development of programs, services, and facilities.

- BCIT will provide reasonable accommodation for needs related to protected grounds in employment and education in accordance with the *Human Rights Code* and Harassment and Discrimination Policy 7507.

- BCIT recognizes that treating everyone the same can lead to inequality and further discrimination against people from equity-deserving groups. To achieve substantive

equality or equity for individuals or groups who face disadvantage, BCIT may from time to time enact "special programs" in the learning or work environment. A special program is any program adopted to improve the conditions for those from groups that have faced disadvantage, and when properly implemented is permissible under the *Human Rights Code (BC).*

Procedures Associated with This Policy

None

Forms Associated with This Policy

None

Amendment History

		Approval Date	Status
Created [version 1]:	Policy 7511	1991 June 18	Replaced
Revised [version 2]:	Policy 7511	1998 May 04	Replaced
Revised [version 3]:	Policy 7511	2025 May 27	In force

Scheduled Review Date

2030 May 27 (and may in any case be revised earlier due to changes in regulatory or operational circumstances)