

POLICY AND PROCEDURES

POLICY NAME: Diversity and Inclusiveness	POLICY NUMBER: 1.4.1	CATEGORY: Administration and Operations
RESPONSIBLE EXECUTIVE: Vice-President	APPROVAL AUTHORITY: Board of Governors	EFFECTIVE DATE: July 3, 2023
NEXT FULL REVIEW DATE: July 2, 2028	REVISED:	REPLACES:

Purpose

Coquitlam College (the College) commits itself to provide learning and working environments that are inclusive and supportive of fair and equitable treatment of all individuals within the College community, regardless of their identity, including an individual's attributes and characteristics related to an individual's identity. The College's commitment necessitates the elimination of unnecessary barriers to increased diversity and also necessitates the support and promotion of inclusiveness, diversity and equity within the College community.

A Diverse and Inclusive campus community demonstrates:

- a. Respect for all persons
- b. Fair and Equitable treatment of all persons
- c. Respect for Diversity
- d. Behaviour and Communication that promotes courtesy, dignity and respect and trust
- e. An acceptance and a sensitivity to the College's diverse community.

Scope

This policy applies to all employees and students of the College, and to any and all contractors, visitors, representatives, volunteers, or others engaged in both on-campus and off-campus College activities.

Policy Statements

Coquitlam College will be an academic institution that:

1. Understands and promotes the recognition that diversity is a foundational characteristic of human identity and that it impacts the College's curriculum and teaching;
2. Ensures, to the extent that is possible, that all individuals:
 - a. have an equal opportunity to work and advance at within the College;
 - b. receive fair and equitable treatment and protection within College policies and procedures;
 - c. may enroll at an appropriate academic level at the College;
 - d. have full and equitable rights to participation in the development of the College and its elimination of barriers to diversity and inclusivity;
3. Recognizes and appreciates the diverse cultures and identities with the College community and promotes the expressions of these diverse cultures and social identities;

POLICY AND PROCEDURES

4. Utilizes information that fosters development of policies and procedures and programs that are inclusive and respectful of the diverse College community, which includes:
 - a. Support for activities and curriculum that reflect a diverse number of identities;
 - b. Recruitment and inclusion of members of diverse identities and from diverse groups;
5. Does not allow intimidation, harassment, favouritism, and discrimination;
6. Promotes an environment of safe expression of ideas and opinions on matters of diversity;
7. Seeks input from all members of the College community in order to enhance safety, well-being and security at the College.
8. The Combined Departmental Council (CDC) will consider matters of diversity and inclusiveness at the College.
9. This policy must be included in course instructions each semester.

Procedures

10. The CDC will provide leadership on Diversity and Inclusiveness at Coquitlam College.
11. The CDC will:
 - a. Identify and coordinate diversity and inclusive projects at the College;
 - b. Identify gaps in current policies related to Diversity and Inclusiveness
 - c. Acquire input from the College community;
 - d. Remain conversant in successful project at Coquitlam College and other post-secondary institutions;
 - e. Sponsor and manage communications and events that promote Diversity and Inclusiveness
 - f. Develop a strategic plan for diversity and equity.
12. The composition of the CDCDI is outlined in the Combined Departmental Council Terms of Reference
13. Quorum will be 50% plus one.
14. The Vice-President may add individuals to this council, if necessary and appropriate.
15. Meetings will be held as outlines in the Combined Departmental Council Terms of Reference.
16. CDC decisions will be based upon consensus, and recommendations will be provided to the Vice-President for appropriate follow-up.
17. Complaints involving the CDCDI may be sent to the Administration Office. Complaints will then be forwarded to the Vice-President.

Definitions

Discrimination: a treatment or action (verbal or behavioural), covert or overt, intentional or unintentional, that has the purpose or effect of singling out an individual or group for differential treatment on a prohibited ground, and that has no bona fide and reasonable justification;

Diversity: the presence and meaningful inclusion of all members of the Coquitlam College community belonging to varying social identity groups;

Equity: a barrier-free environment where everyone has the opportunity to benefit equally. Within equity, some people or groups of people may require unique approaches;

POLICY AND PROCEDURES

Inclusiveness: the active, intentional and ongoing incorporation of all Coquitlam College students and employees regardless of social identity into all areas of the College. An inclusive environment allows each person the ability to see their identity as valued and belonging to the College community. An inclusive environment is one where learning, working and physical spaces are designed to be welcoming and usable to all people as far as is possible and reasonable.

Origin: a person's parentage, descent, lineage, family, heritage, genesis, birth, or genealogy, and

Social Identity: the ways in which people identify themselves and others on the basis of characteristics including, but not limited to origin, ancestry, religion, culture, linguistic origin, citizenship, ethnicity, race, faith, ability, age, gender, gender identity, sexual orientation, marital and family status, physical and mental disabilities, political belief and socio-economic status.

Related Documents

[1.1.4 Child Abuse and Protection](#)

[1.2.1 Personal Information and Protection and Privacy for Students](#)

[1.3.2 Harassment and Bullying Prevention for Students](#)

[1.3.9 Personal Information and Protection of Privacy for Employees and Volunteers](#)

[1.4.0 Workplace Bullying and Harassment Prevention for Employees](#)

[2.2.2 Student Non-Academic Conduct](#)

[B.C. Human Rights Code](#)

[Canadian Charter of Rights and Freedoms](#)

[Canadian Human Rights Act](#)

[Universal Declaration of Rights and Freedoms](#)