

## Diversity and Inclusiveness

Number:	1.4.1
Responsible Executive:	President
Approval Authority:	Board of Governors
Effective Date:	March 13, 2025
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Category:	Administration

### 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 to 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, respect, and trust.
- e) An acceptance and a sensitivity to the College's diverse community.

### Scope

This policy applies to all employees and students at the College, and to 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 within the College.
  - b) Receive fair and equitable treatment and protection under 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.

4. Utilizes information that fosters development of policies, 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 permit 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 to enhance individuals' safety, well-being, and security at the College.
8. The Diversity, Equity, and Inclusion (DEI) Committee will consider matters of diversity and inclusiveness at the College.
9. This policy must be incorporated into course instructions at the start of each semester.
10. The College recognizes and affirms the principles of Inclusive Education for students with disabilities or diverse abilities, ensuring that high school students have equitable access to learning opportunities and supports in compliance with the Educational Standards Order.

### **Procedures**

11. The DEI Committee will provide leadership on diversity and inclusiveness at the College.
12. The DEI Committee will:
  - a) Maintain terms of reference to guide its authority and activities.
  - b) Identify and coordinate diversity and inclusivity projects.
  - c) Identify gaps in current policies related to diversity and inclusiveness.
  - d) Acquire input from the College community as to diversity and inclusiveness within the College.
  - e) Remain conversant in successful projects at the College and other post-secondary institutions that pertain to diversity and inclusiveness.
  - f) Sponsor and manage communications and events that promote diversity and inclusion.
  - g) Develop a strategic plan for diversity and equity.
13. Complaints concerning the DEI Committee should be reported to the President.

### **Definitions**

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

**Diversity:** The presence and meaningful inclusion of all members of the Coquitlam College community belonging to varying social identities (as defined below).

**Equity:** An environment without barriers, where all individuals have opportunity to benefit equally and are treated fairly. Achieving equity may require tailored approaches to meet the unique needs of certain individuals or groups.

**Inclusiveness:** The active, intentional, and ongoing incorporation of all Coquitlam College students and employees regardless of backgrounds and identities, 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.

**Inclusive Education:** An approach where students with disabilities or diverse abilities are supported to learn alongside same-age peers, with appropriate accommodations and supports, in alignment with the Educational Standards Order. Specifically for K-12 students.

**Origin:** A person's parentage, descent, lineage, family, heritage, genesis, birth, or genealogy.

**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 Resources

- [Child Abuse and Protection Policy 4.1.1](#)
- [Personal Information and Protection and Privacy Policy 1.2.1](#)
- [Student Non-Academic Conduct Policy 2.2.2](#)
- [Prevention of Bullying and Harassment Policy 3.1.4](#)
- [Human Rights Code](#), RSBC 1996, c 210
- Canadian Charter of Rights and Freedoms, [The Constitution Act, 1982](#), Schedule B to the Canada Act 1982 (UK), 1982, c 11
- [Canadian Human Rights Act](#), RSC 1985, c H-6
- [Universal Declaration of Human Rights](#)
- Educational Standards Order (ESO), M41/91
- Independent Schools Branch – Inclusive Education Programs & Funding (policy/guidelines)
- BC Ministry of Education and Child Care – Inclusive Education Policy
- Inclusive Education Services: Manual of Policies, Procedures and Guidelines (2024)