Equity, Diversity, and Inclusion G-

Scope / Limits

This policy applies equally to all persons associated with Camosun College: employees, students, and members of Camosun College Board of Governors, while engaged in College activities.
This policy is not intended to interfere with related legislation nor the rights and obligations specified in current collective agreements. Where collective agreements include specific language regarding this policy, the collective agreement language will prevail.

DEFINITIONS[1]

1. **Equity:** Equity is about fairness. It is the process that removes barriers to ensure access to educational and employment opportunities. To maintain and enhance the quality of teaching and learning at the College, and to ensure fairness, individuals or groups may at times need to be treated differently. Equity addresses the effects of colonization, economic and social disparity, and injustices against marginalized groups, and systemic barriers to access and participation.

2. **Diversity:** Diversity functions to affirm each individual's unique and varied histories, experiences, and ways of being, knowing, doing and relating. It is about being different and acknowledging and celebrating differences. Our experience and understanding of diversity strengthens us and supports the work we do at Camosun.

3. **Inclusion:** Inclusion is the process through which we build a community where the diversity of human experiences, perspectives, and identities is recognized and respected. Inclusion fosters belonging. It affords everyone the right to participate and strengthen the collective well-being of our communities.

Principles

1. **Support for Persons with Disability-Related Barriers[2]**

   Camosun strives to ensure the participation of persons with disabilities by promoting leading practices. The College is committed to identifying and removing institutional and social barriers that prevent access and impede success.

   The College is also committed to providing students and employees with disabilities with appropriate and reasonable accommodations, creating barrier-free buildings, renovating existing buildings to increase access, adapt learning and work spaces, and incorporate tools

[1] These definitions were developed as a result of extensive consultations with students and employees of the College.
[2] The College heard from both

Using a research-based and data-informed approach, we will identify areas for improvement and will continuously evaluate the state of equity, diversity, and inclusion at the College.

5. **Inclusive and Accessible Information on College Services, Systems, and Processes**