

University of Victoria Faculty of Law Equity Policy ¹

Part One: Introduction

This Policy consolidates, revises and replaces five pre-existing Faculty of Law policies:

- Equity Plan for Female Faculty Members (adopted by Faculty Council in 1991, updated 1995);
- Aboriginal Equity Policy (1998);
- Visible Minorities Equity Policy (1999);
- Persons with Disabilities Equity Policy (2000); and
- Gay, Lesbian, Bisexual, Two Spirited, Transgendered and Queer (GLBTTO) Equity Policy (2002)

The consolidation and revision was undertaken to:

- harmonize and streamline the pre-existing policies;
- identify more clearly the aims and objectives of the Faculty of Law;
- identify strategies that are used and can be used to achieve the aims and objectives; and
- identify clearly the individuals and groups responsible for ensuring that: (i) the objectives and aims are being achieved; and (ii) th

This revision also takes into account various initiatives undertaken within the Faculty of Law in recent years.

DEFINITIONS

“Designated Groups” are the four groups recognized by the University and approved by the B.C. Human Rights Code for preferential or limited hiring: Women, Persons with Disabilities; Aboriginal Persons; and Members of Visible Minorities.

“Members of the Faculty of Law Community” include all students registered or enrolled in any course or program at the Faculty of Law, staff and faculty employed at the Faculty of Law and anyone participating in a Faculty of Law activity.

“Recognized Groups” are the groups recognized in the five pre-existing Faculty of Law Equity policies (Women, Aboriginal Persons, Racialized Minorities,² Persons with Disabilities, and GLBTQ Persons).

STATEMENT OF FUNDAMENTAL PRINCIPLES

Diversity, equity, fairness and respect are paramount values at the Faculty of Law and central to this policy.

The Faculty of Law, in all its policies, systems, processes and day-to-day operations shall strive to identify and eliminate barriers to equity, diversity, fairness and respect and shall address and remedy human rights problems and issues.

The Faculty of Law is committed to pursuing actively the following objectives in all aspects of its operations:

- To promote substantive equality for all Members of the Faculty of Law Community;
- To ensure that the processes and criteria of admission and recruitment to the Faculty of Law reflect fully the Faculty’s commitment to equity, diversity, fairness and respect;
- To establish and maintain an institutional environment that is safe, inclusive, welcoming and supportive to all individuals especially those from historically disadvantaged groups;
- To provide all Members of the Faculty of Law Community with the opportunity to participate fully and equally in the life of the community and to remove systemic barriers to their equal participation and success;
- To promote respect for groups that have suffered and continue to suffer systemic discrimination;
- To ensure that graduates of the Faculty of Law understand the diversity of Canadian society and the important contributions made by historically disadvantaged groups to Canadian life;

² Note: This concept has been modified from “Members of Visible Minorities” to reflect preferred language usage.

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<u>Objectives</u>	<u>Strategies</u>	<u>Responsibility for monitoring implementation</u>
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Admissions Criteria and Process

The Faculty of Law aims to ensure that members of the Recognized Groups have equal access to both the LL.B and graduate programs.

The Faculty shall cont

The Faculty acknowledges the important role that the Saskatchewan program of Legal Studies for Native People has played in facilitating the entry of Aboriginal students to Canadian law schools and strongly supports its continuation.

Recruitment Efforts

The Faculty recognizes the need to make special recruitment efforts, both prospective and after offers are made to Aboriginal Persons, Persons with Disabilities, Racialized Minorities and GLBTTO Persons.

- Possible prospective measures include:
- outreach advertising in publications of special interest to Aboriginal Persons, Persons with Disabilities, Racialized Minorities, and GLBTTO persons;
 - special mailings of literature to

Financial Assistance

Part Three: Appointments

Historically, appointments searches have been conducted as open competitions. An open competition invites applications from all applicants but the Faculty may state that it encourages applications from members of the Recognized Groups. For example, the following has been included in a Faculty of Law advertisement.

The University of Victoria is an equity employer and encourages applications from women, persons

<u>Objectives</u>	<u>Strategies</u>	<u>Responsibility for Monitoring Implementation</u>
<p><u>General</u></p> <p>The Faculty is committed to identifying and removing barriers to the selection and promotion of members of Recognized Groups and to improving their participation rate where they are under-represented in the qualified workforce population. This accords with the principles set out in the Equity Policy for Employees at the University of Victoria (1995, as amended in 2002).</p> <p><u>Recruitment Pool</u></p> <p>The Faculty is committed to increasing the number of candidates for regular faculty positions from the Recognized Groups.</p>	<p>The Faculty is committed, in appropriate circumstances, to adopting a preference or limited hiring format for the Recognized Groups.</p> <p>While there may be circumstances in which preference or limited hiring is not appropriate, in light of the severe under representation of members of the Recognized Groups, the use of this format must be considered in every recruitment process.</p> <p>Strategies to achieve this objective include:</p> <ul style="list-style-type: none"> - encouraging UVic law students from Recognized Groups to consider post-graduate studies; - monitoring law reviews and student journals to identify members of Recognized Groups who are emerging as scholars; - consulting law deans, graduate supervisors and faculty at other law schools about potential candidates from Recognized Groups; - contacting law clerks from Recognized Groups to identify those who are interested in pursuing academic careers; - "outreach" advertising in publications of special interest to Recognized Groups; - addressing members of the Recognized Groups in job advertisements and encouraging them to apply; 	<p>Appointments Advisory Committee (AAC)</p> <p>The AAC should identify in its annual report which strategies were employed.</p>

Appointment Process

The Faculty is committed to an appointments process that is consistent with employment equity principles and is conducted in a manner that is respectful to candidates from Recognized

evaluated.

Interviewing

**Interviewing candidates from
Recognized Groups must be done**

Part 4: Curriculum

<u>Objectives</u>	<u>Strategies</u>	<u>Responsibility for Monitoring Implementation</u>
<p><u>General</u></p> <p>The Faculty is committed to offering a curriculum that reflects the perspectives and concerns of Members of the Recognized Groups (and members of other historically disadvantaged groups)</p>	<p><u>Communication of Commitment in Course Outlines</u></p>	

	<p>Committee inserted the following into the new course proposal form:</p> <p>Course rationale</p> <p>(d) analysis of applicability of equity and diversity issues in content, material and methodology.</p> <p>All courses approved by the Curriculum Committee are subject to this requirement.</p>	
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Career Opportunities/Role Models

The Faculty recognizes that entering the profession of law can be intimidating for any student and may present special difficulties for some members of the Recognized Groups.

The Faculty is committed to ensuring that the recruitment and interviewing process does not subject students from the Recognized Groups to discriminatory, abusive or unfair treatment.

The Faculty recognizes the dearth of role models in legal careers for such students. It is committed to working with the Equity and Diversity Committee of the Law Society of British Columbia, with lawyer groups, the Career Development Office and with alumni from the identified groups, to ensure assistance and information be made available.

Career Development Office