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 (GLBTTQ) 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) the Faculty of Law Community is informed of the extent to which the objectives and aims are being achieved.

The revision has taken account of the following policies and amendments to existing policies approved by the University of Victoria (the University)

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 GLBTTQ Persons).

STATEMENT OF FUNDAMENTAL PRINCIPLES

Diversity, equity, fairness and respect are paramount values at the Faculty of Law and central to this policy[t)2(BDC /T Tw 0(t)6 BDC n)4(d)4(i)-1(c)- 0 Tw 1(i)6 32 56 1.12 Td( )TjEMC (l)-1(P)3(e)-3BDC T

- To promote respect for Aboriginal cultures and ways of learning; and
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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 GLBTTQ Persons-0.006Tc 0.000.003 Tc

Financial Assistance

The Faculty recognizes the financial burdens faced by some members of the Recognized Groups and is committed to alleviating these burdens.

The Student Financial Aid Committee will document the connection between financial needs and membership in a Recognized G

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 has received approval under the B.C. Human Rights Code to conduct preference

Objectives	Strategies	Responsibility for Monitoring Implementation
General 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).		
Recruitment Pool The Faculty is committed to increasing the number of candidates for regular faculty positions from the Recognized Groups.		

Appointment Process

The Faculty is committed to an appointments process that is consistent with employment equity pr

evaluated.

Interviewing

Interviewing candidates from Recognized Groups must be done in a manner that is respectful of their diversity and avoids unfairness to them in relation to candidates that are not members of a Recognized Group.

For example, in recognition of those candidates with a disability, adjustments in the timing and format of interview sessions will be made.

The Faculty will ensure that where possible and appropriate, candidates from the Recognized Groups are given an opportunity to meet separately in a relaxed social setting with one or more Faculty members from the same group to discuss issues of concern to them.

Members of the AAC should be familiar with modes of planning interviews found in the

Recruitment Visits

Recruitment visits shall accommodate the needs of candidates from Recognized Groups. Candidates are entitled to be treated with respect and consideration during their visits. This is an obligation imposed on all members of the Faculty. In the case of candidates from Recognized Groups, this obligation encompasses respect for their differences, including cultural, social and experiential differences, throughout their visits.

In the case of visits by candidates from Recognized Groups, the AAC shall:

- consult with candidates before their visits and in particular should solicit requests for any special needs;
- provide candidates with relevant information concerning the activities and policies of the Faculty and the University in relation to Recognized Groups; and
- provide candidates with an opportunity to meet informally with any individuals or groups who are of special interest to them.

Retention

The Faculty recognizes that the goal of an equity-based recruitment process must also involve a consideration of retention measures.

Service contributions by all faculty members within and on behalf of the

The unique demands likely to be placed on Faculty members belonging to one or more of the Recognized Groups to serve as representatives in the University, and the community more generally, must be addressed. The Faculty is fully committed to ensuring that salaries and benefits remain equitable. The Faculty recognizes the validity of career patterns that may differ from those patterns typically characterized as the norm. The Faculty affirms that decisions made in regard to hiring and career advancement shall not be adversely affected by career interruptions related to family responsibilities, illness, injury, disability, or personal circumstances.	Agreement. The comparatively substantial service component undertaken by the relatively low proportion Faculty members from Recognized Groups will be taken into consideration when making such decisions. In assigning administrative and teaching responsibilities, the Dean will take into account a Faculty member's contribution to University governance.	

Part 4: Curriculum

Objectives	Strategies	Responsibility for Monitoring Implementation
General The Faculty is committed to ofTt		

	all areas of legal studies; to rely on Faculty members (including those whose areas of specialty may not encompass Aboriginal issues) as supervisors and external co-supervisors (other university faculty, government and practicing lawyers);	
	- addressing issues of access to relevant materials for Law 391 and 399 by identifying relevant materials through consultative procedures developed for library acquisitions generally; developing linkages with library resources outside the school on and off campus; identifying Law 391/399 topics early and communicating with the Law Library to facilitate access through inter-library loan procedures; developing an Aboriginal Legal Issues Bibliography/Source Book housed in the library;	The Law Librarian in consultation with , ILSA and interested faculty members prepare an Aboriginal Legal Issues Bibliography/Source Book Faculty members make a special effort to identify appropriate materials for legal issues related to the Recognized Groups, through the consultative procedures developed for Library acquisitions.
	- securing co-op placements that will enable an exploration of legal issues surrounding and affecting the Recognized Groups.	Law Librarian assess and report back to Faculty Council on the current state and adequacy of the Law library's collection of books, journals and other materials related to equity and diversity.
	<u>Materials</u> The Faculty is committed to preparing bibliographic materials related to the perspectives and concerns of the Recognized Groups in all areas of legal studies.	
	<u>Curriculum Development</u> "All new course proposals, including Law 343 proposals shall include an analysis of equity diversity in their content material and methodology." (Faculty Council resolution, March 14, 1997) In September 1997, the Curriculum Committee inserted the following into the	Curriculum Committee

Part 5: Environment

Objectives	Strategies	Responsibility of Monitoring
Providing a Safe Environment The Faculty shall provide an environment in which everyone and in particular each member		

	individuals are not adversely affected by backlash.	
Providing a Supportive Environment The Faculty is committed to providing a welcoming and inclusive environment for members of the Recognized Groups in order to reduce the isolation, anxiety and stress that they experience in law school that other members of the Faculty do not. The Faculty recognizes that students in their first year at law school are particularly susceptible to these factors.	The Faculty recognizes the importance of contacting students before they arrive in order to provide information on support that is available for members of the Recognized Groups and to give students the opportunity to build relations with upper year students who are also members of the Recognized Groups. The Faculty acknowledges the important role played by student groups in fostering au	
Space The Faculty recognizes the special need to provide space to some members of the Recognized Groups for use in connection with various religious, spiritual, cultural and educational activities.[4]		

Educational Support and Accommodation

The Faculty recognizes that students with disabilities have a legal right of access to policies and practices that respond to the disadvantage and the physical, mental and emotional

Career Opportunities/Role Models

The Faculty recognizes that entering the profession of law can be intimidating for any