

Western strives for excellence and understands that we must adapt and embrace

Western's formal commitment to diversity dates back to 1988 when the University first became a signatory to the Federal Contractors Program (FCP)<sup>1</sup>. Western has met its accountabilities under the FCP, which include, inter alia, the development of an Employment Equity Plan<sup>2</sup> and the conduct of an Employment Systems Review<sup>3</sup> and regular workforce analyses<sup>4</sup>. Employment equity means the hiring of the candidate best suited for a position from an appropriately diverse applicant pool in a manner that avoids conscious and unconscious biases and barriers that disadvantage designated groups and minorities.

The diversity and inclusion strategic priorities outlined in this plan reflect recommendations made by Western community members who were asked to review and respond to the Employment Systems Review as well as suggest further ideas that could have a positive impact on Western's diversity. While the Diversity and Inclusion Strategic Plan will be guided by the offices of Equity & Human Rights Services, Human Resources, Faculty Relations and the Vice-Provost (Academic Planning, Policy and Faculty), the support of all of Western's leaders, faculty and staff will be vital as we work together to achieve these goals.

gender. A diverse workforce also can improve organizational productivity and creativity.  
While

Review and enhance the current mentoring programs available at Western.  
Ensure that learning opportunities are extended to those who wish to become mentors.  
Explore creating new networking opportunities at Western.  
Implement a recognition program for Diversity and Inclusion Champions.  
Review and develop diversity-based services at Western for faculty and staff.

### *3. ACCESSIBILITY AND ACCOMMODATION*

*Western is accessible to all and respects people's different needs.*

Western respects the duty to accommodate articulated in the Ontario Human Rights Code and the goals of the Accessibility for Ontarians with Disabilities Act, 2005. Western is committed to ensuring that each individual has genuine, open and unhindered access to services, as well as employment and academic opportunities, which are free from systemic or other barriers.

#### *Key Actions:*

Review of guidelines and services related to accommodation.  
Proactively incorporate, as feasible, the draft AODA Standards as opportunities arise to do so.  
Implement and communicate a system of reporting and responding to accessibility-related concerns.  
Work to develop and foster positive dialogue about attitudes and stereotypes regarding accessibility and accommodation of persons with disabilities. Efforts should be focused on enhancing the understanding of needs, the process for accommodation and how accommodations are beneficial to the organization.

### *4. WORK-LIFE BALANCE*

*A healthy work-life bala acco*



order to assist in and measure diversity and employment equity efforts and outcomes.