

KING'S UNIVERSITY COLLEGE EMPLOYMENT EQUITY STATEMENT

King's recognizes that Employment Equity is a core value of our mandate as a public Catholic University College that engages in the open pursuit of truth and the discovery and sharing of knowledge in service to humanity. This will be achieved by recognizing the value and dignity of every individual by ensuring that they will have genuine open and unhindered access to employment opportunities, free from artificial barriers, whether systemic or otherwise.

Employment Equity involves hiring the most suitably qualified candidate for any open position while ensuring that the hiring process and the qualifications required for each position are fair and equitable for all persons. King's will take the appropriate steps to ensure that as much as possible, throughout the entire organization, representation rates of historically disadvantaged groups reflect their availability within the labor force of the external community.

All members of the community play a role in the success of Employment Equity.

The mission of the College is as follows: King's is a public Catholic University College engaged in the open pursuit of truth and the discovery and sharing of knowledge in service to humanity. By integrating academic programs rooted in the liberal arts with comprehensive student support, King's creates an inclusive and empowering space for students by nourishing their capacity for critical thought, articulate expression, creativity, and ethical action. As such, King's strives to maintain an environment which recognizes the independence and dignity of all staff, students, faculty and visitors and seeks to ensure a supportive environment of equity, free from discrimination.

Any individuals or groups with questions or concerns regarding employment equity issues should consult their Chair, Academic Dean or Budget Unit Head, Human Resources, or members of the Employment Equity Committee.

Members of the Committee are as follows:

Thomas Gray (Non-Academic Staff)
Doreen Vautour (Professional Officer)
Miriam Love (Part-Time Faculty)
Cathy Chovaz (Full-Time Faculty)
Joe Henry (Senior Administration)
Claire Linley (Student Representative)

Alternates:

Simone Shepherd (Alternative Non-Academic Staff)
Melissa Page Nichols (Alternative Professional Officer)
Esra Ari (Alternative Part-Time Faculty)
Jacquie Newman (Alternative Full-Time Faculty)
Hadia Fiaz (Alternative Student)

Ex-Officio Members:

Julie Horne (Director of Human Resources, Chair)
Jeff Major (V.P. Support Services & Finance)
Shaila Matthews (Coordinator Human Resources, Secretary)