

ALGONQUIN COLLEGE DIRECTIVE	NO. OF PAGES 3	DIRECTIVE NO. D12
	ORIGINATOR Human Resources	
	APPROVED BY Board of Governors	
TITLE EMPLOYMENT AND EDUCATION EQUITY FOR WOMEN	EFFECTIVE DATE 1988.11.02	REPLACES 1987.10.13

1. **MINISTRY POLICY**

- 1.1 The attainment of true Equal Opportunity for Women Crown Employees is a policy of the Ontario Government. To ensure that this policy is effective, the Government recognizes the need for special efforts in the form of policies and programs to address employment and educational equity for women. This technique involves an active approach to correcting the current under-utilization of women's talents.
- 1.2 In 1973 the Council of Regents for the Colleges of Applied Arts and Technology established provincial guidelines for Affirmative Plans for the Colleges. Seven years after this program was established the government expressed concern about the pace of progress and deemed it necessary to emphasize its long-term commitment to the program. Algonquin subscribes to this long-term commitment.

2. **BOARD POLICY**

- 2.1 It is the policy of Algonquin College to provide educational and career opportunities throughout all services, divisions and campuses which are equally available to women and to men.
- 2.2 It is the policy of Algonquin College to actively support the principle of equality of access to education, employment, training and promotion, and fair treatment in matters of recruitment and remuneration to enable women to share fully in expanding employment opportunities.
- 2.3 It is the policy of Algonquin College to establish and implement yearly objectives and activities to ensure that the three major provincial objectives for employment and educational equity are achieved. These provincial objectives are:

- 2.3.1 to raise and diversify the occupational distribution of women employed in the Colleges of Applied Arts and Technology;
- 2.3.2 to diversify female student enrolment;
- 2.3.3 to ensure that programs reflect the female experience and meet the changing and expanding roles of women.

3. RESPONSIBILITY

- 3.1 The implementation of the Employment and Education Equity Program is the responsibility of College Administration. It will institute the policies and activities necessary to meet objectives.
- 3.2 The Director of Employment and Education Equity for Women, reporting to the Vice President, Student Life and Human Resources, is given the mandate to facilitate the development and implementation of a College-wide action plan. The Director is also responsible for monitoring progress on objectives as well as acting as an advocate for women staff and students.
- 3.3 The Advisory Committee on Employment and Education Equity for Women comprising school and constituency representatives will advise and assist the Director and College Administration in carrying out aspects of the Plan.

4. IMPLEMENTATION

- 4.1 As visible top level support is essential for success ongoing support is shown by the involvement of the College Administration in relevant activities.
- 4.2 The Action Plan will be assisted by the work of the Advisory Committee on Employment and Education Equity for Women.
- 4.3 The Action Plan will be prepared by sectional managers with the assistance of the Director of Employment and Education Equity Program.
- 4.4 The Director will develop base data on female representative in employment and in academic programs and will assist sectional managers to develop measurable objectives consistent with this policy.
- 4.5 The Plan will be an integral part of the Annual Report which is prepared by each college for presentation to the Council of Regents.

- 4.6 Based on an annual review of college-wide objectives by the Advisory Committee on Employment and Education Equity for Women, the Director, Human Resources will submit a progress report to the President for submission to the Board.

(original signed by)

Vice President
Student Life and Human Resources

(original signed by)

President