

POLICY: Diversity Inclusion Statement Policy		POLICY NUMBER: AM-004-A2
		PREVIOUS/REPLACES: Updated October 8, 2021
APPROVED BY: Executive Committee	EFFECTIVE DATE AS OF: November 1, 2021	PRIOR VERSIONS: July 9, 2021

1. Policy Statement

Herzing College Diversity Inclusion Statement Policy applies to everyone involved in campus activities including students, staff, visitors, Board members, and internship hosts. See the Scope section below for full details.

Herzing College in Canada was founded in Toronto on the land which is the traditional territory of many nations including the Mississaugas of the Credit First Nation, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit, and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit First Nation.

Herzing College values and embraces Diversity, Equity, and Inclusion (DEI). This belief is enshrined as one of Herzing College's core values that supports the Mission and Vision of the college.

Herzing College believes that diversity, equity, and inclusion strengthen us. By sharing unique perspectives and coming together as one, we are a stronger and more effective organization.

Herzing College is dedicated to protecting the human rights of all persons and adhere to the Canadian Human Rights Code and relevant provincial legislation. No individual will be discriminated against because of ancestry including colour and race, nationality or national origin, ethnic background or origin, religion or creed, or age, sex, gender identity, sexual orientation, marital or family status, source of income, political belief, association, or activity, physical or mental disability, or social disadvantage.

The goal of Herzing College is to ensure all members of the Herzing College community are given equal opportunity and treated with respect and dignity. All students and employees will be given support and encouragement to develop their full potential and utilize their unique talents.

This policy outlines Herzing College's commitments to uphold and support diversity and inclusion throughout the Institute.

Commitments from Herzing College:

- To create a campus culture of diversity and inclusion that is welcoming and respectful, and where individual differences are valued and celebrated.
- To promote dignity, inclusion, and respect for every member of the Herzing College community that fosters a supportive and understanding environment in which all individuals can realize their maximum potential.

- To encourage anyone who feels that they have not been treated fairly and/or have been subject to discrimination to raise their concerns in a safe environment.
- To focus on understanding and eliminating the systemic and attitudinal obstacles experienced by any member of the Herzing College community who belongs to a particular identity group.
- To attract, retain, and develop a highly qualified capable and diverse workforce that achieves a workforce reflective of the community at large.
- To provide ongoing cultural and social awareness, education, training and learning to help improve understanding between various groups and to ensure Herzing College members are knowledgeable about diversity and inclusion.
- To reflect diversity in communications that promote Herzing College programs, services, and curriculum.
- To commit to inclusion and diversity as part of the process of setting policies, developing procedures, and making decisions at all levels of Herzing College.
- To undertake strategic outreach to develop meaningful relationships with diverse communities.
- To not tolerate any form of intimidation, harassment, or discrimination and to discipline those who breach this policy.
- To ensure adequate resources are available to fulfill the stated commitments.
- To make accommodations in regard to college attendance, testing, and assignment dates when it comes to academic deadlines that conflict with religious holidays.

2. Scope

This policy applies to all members of the Herzing College community including but not limited to:

- All Herzing College employees including full-time, part-time, casual, and contract.
- All Herzing College students including full-time and part-time secondary and post-secondary programs.
- All Herzing College Governing Board Members.
- Volunteers and visitors to the Herzing College.
- All other persons who provide goods, services, or facilities on behalf of Herzing College.

3. Policy Content

1. Readers are directed to refer to Herzing College's Harassment Policy in the Student Manual for all procedural requirements if they feel they are being discriminated against.

4. Administration

The Campus President will oversee the administration and enforcement of this policy.

5. Review

This policy will be reviewed as required by the Executive Committee in 2025.

6. Reference

- Canadian Human Rights Code
- Relevant provincial legislation
- Herzing College Student Manual

7. Definitions

Diversity – is the demographic mix (race, creed, faith, gender, sexual orientation, and any disenfranchised groups) of the community, with a focus on the representation of peoples.

Inclusion – is the implementation of an environment where everyone is welcome and is made to feel so. All peoples are treated with respect and can participate within the organization that suits their comfort level.

Equity – is the fair and equal treatment of all people.