



VICTORIA UNIVERSITY
IN THE UNIVERSITY OF TORONTO

Policy on Diversity within the Board of Regents

Approval Authority: Board of Regents

Effective Date: April 6, 2017

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Policy on Diversity within the Board of Regents

Purpose

Victoria University (“the University”) is committed to creating and maintaining a culture that is inclusive and values and fosters respect for differences within its community.

The University recognizes the benefits of having a diverse, inclusive Board of Regents (“the Board”). Having diverse perspectives, backgrounds and experiences on the Board contributes to innovative, creative, responsive and sensitive decision-making. To this end, the University is committed to increasing and maintaining diversity on the Board.

The Policy on Diversity within the Board of Regents (“the Policy”) sets out the approach that will be taken by the Board in relation to achieving and maintaining diversity among individuals recruited, nominated, appointed or re-appointed to the Board.

Scope of Policy

The Policy applies to nominations and appointments for positions on the Board. It also applies to nominations, appointments and expressions of interest made or approved by the Board.

Policy Statement

The Nominating Appointments and Governance (NAG) Committee of the Board and the Board shall strive to achieve Board membership that is diverse in terms of race; nationality; Indigenous or Aboriginal peoples; place of origin; ethnicity; colour; ancestry; age; ability; gender; gender identity or expression; sexual orientation; skills; educational or professional background; socioeconomic status; and religion, spirituality or beliefs.

Accountability and Reporting

Based on advice and recommendations from the NAG Committee, the Board will set objectives for increasing and maintaining diversity on the Board on an annual basis. At any given time, based on the existing composition of the Board and the needs of the University, the identified objectives may focus on one or more than one aspect of diversity.

The NAG Committee will report annually to the Board on its work in relation to the Policy. Its report will include, but not be limited to, the following:

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- recruitment efforts made to attract candidates with diverse backgrounds;
- progress made towards achieving the Board's identified diversity objectives; and
- the process used by the NAG Committee for Board member recruitment and nominations, as well as the consideration given to increasing diversity on the Board.

Policy Review

The Policy will be reviewed by the Board in 2019 and thereafter every two years.

Relevant Legislation/Policies:

Victoria University Act, 1981

By-Law No. 1, Victoria University Board of Regents

Human Rights Code, R.S.O. 1990, c.H.19

Statement of Equity, Diversity and Excellence, University of Toronto, 2006