

## UFV's EDI Guiding Principles

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UFV is committed to being an active champion of equity, diversity, and inclusion on our campuses and in our communities. To this end, nine Guiding Principles have been developed to use as a lens when considering actions, initiatives, and plans at UFV. The principles are intended to provide support and guidance for members of the UFV community to help ensure UFV is diverse, fair and open, and that our personal commitment to equity, diversity, and inclusion is evident.

1. UFV is enriched and strengthened through diversity and inclusion. The UFV community aspires to be diverse, fair and open, and we aim to ensure our personal commitment to diversity and inclusion is evident.
2. We commit to developing and maintaining an equity, diversity and inclusion action plan in consultation with students, faculty, staff and administrators, and particularly with individuals from under-represented groups\*. We commit to demonstrating accountability for progress over time.
3. We commit to identifying and addressing barriers to equity of access and opportunity, and to providing supports for the recruitment and retention of students, faculty, staff, senior university leaders, and university Board and Senate members, particularly from under-represented groups.
4. We commit to ensuring that members of the UFV community are provided support in their educational progress, career progress, and success in leadership positions at our institution.
5. We seek ways to integrate inclusive excellence throughout our university's teaching, research, community engagement, administration, and governance. In so doing, we will engage and educate the UFV community in order to raise awareness and ensure shared ownership, responsibility, and procedural fairness.
6. We are guided in our efforts by evidence and effective practices. We commit to fostering a learning community that identifies and removes barriers and obstacles to enable members of under-represented groups to thrive.
7. We commit to transparency in our work. This includes providing the UFV community with regular progress updates and access to the data that supports our ongoing work, and being open and clear in our decision making process. Additionally, we commit to seeking and considering the input of all UFV stakeholders.

8. The Task Force is committed to gathering and analyzing information to inform development, implementation, and ongoing review of a UFV Equity, Diversity, and Inclusion Policy.
9. We commit to operating ethically and modeling ethical behaviour in all of our work. This includes ensuring that we as individuals, the Task Force as a whole, and members of Working Groups exhibit the highest commitment to our principles of equity, diversity, and inclusion.

\* Underrepresented groups or individuals include minority positioned disadvantaged populations (as opposed to dominant populations) including those that are black, indigenous and people of colour (BIPOC), women, LGBTTTQQI2S+, socio-economically marginalized, differently abled, invisibly challenged, aged, migrants, spiritually visible, and others who self-identify their minority position vis-a-vis the dominant groups.