

# Board of Governors Equity, Diversity and Inclusion Policy

**Category:** Governance and Legal;

**Jurisdiction:** University Secretary; Board Governance & Nominating Committee

**Approval Authority:** Board of Governors;

**Established on:** March 7, 2018;

**Amendments:** November 24, 2022.

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## Board Equity, Diversity and Inclusion Statement

Lakehead University's Board of Governors is committed to fostering and supporting Equity, Diversity and Inclusion (EDI) at the University. This includes a commitment to achieving a Board of Governors' membership that reflects the communities the University serves, with the broadest possible range of qualifications, skills, experiences, and perspectives, as well as the myriad of human identities essential to advancing the University's mission. This is with particular regard to equity-deserving groups, toward a membership that is diverse in representation of race, sex, indigeneity, ability, gender identify, gender expression, and sexual orientation.

A diverse Board of Governors, working in an atmosphere of inclusion, will produce better, more innovative decisions. It will further the University's reputation as an equity, diversity, and inclusion leader across Canada, and increase the University's capacity to effectively address and serve the interests of its global community. Diversity and inclusion drive excellence.

## The Board of Governors' Role

The Board will support and foster an inclusive culture and the advancement of EDI programs and initiatives at the University. The Board also supports the University's commitments,

articulated in the Lakehead University Equity, Diversity, and Inclusion Action Plan 2019-2024 to incorporate EDI in recruitment practices for faculty, staff, students, governors, and other University bodies.

### **Board Decision-Making**

The Board commits to incorporating EDI in the performance of its duties and in its decision-making processes.

### **Board Recruitment & Composition**

The Board will pursue recruitment strategies that enable it to broaden the EDI of the Board of Governors, and ensure that the Board reflects the communities the University serves.

The Board commits to the Government of Canada's 50 – 30 Challenge, a pledge aiming to promote action toward diversity on boards. As part of the pledge, the Board makes two aspirational commitments:

1. Gender parity (50% women and/or non-binary people); and
2. Significant representation (30%) of equity-deserving groups, including:
  - Indigenous Peoples;
  - Racialized, Black, and/or People of Colour;
  - People with disabilities, including invisible and episodic disabilities; and
  - 2SLGBTQ+ (Two Spirit, Lesbian, Gay, Bisexual, Trans, and Queer people) and/or gender and sexually diverse individuals.

A voluntary self-identification survey is circulated annually and reported to the Board of Governors to ensure progress toward diversity and inclusion remains on course.

### **Board Education**

The Board approaches its role in advancing EDI as a journey that requires an open mindedness to continually seek out new knowledge and perspectives. The Board is committed

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to providing continuous learning for Governors to ensure policies that reflect best practices. The Board will incorporate EDI learning in its own professional development programming.

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**Review Period:** 5 years;

**Date for Next Review:** 2026 - 2027;

**Related Policies, Procedures, and Plans:** [2019-2024 Equity, Diversity, and Inclusion Action Plan](#);

**Policy Superseded by this Policy:** Board Diversity Policy (previously named)

The University Secretariat manages the development of policies through an impartial, fair governance process, and in accordance with the Policy Governance Framework. Please contact the University Secretariat for additional information on University policies and procedures and/or if you require this information in another format:

Open: Monday through Friday from 8:30am to 4:30pm;

Location: University Centre, Thunder Bay Campus, Room UC2002;

Phone: 807-343-8010 Ext. 7929 or Email: [univsec@lakeheadu.ca](mailto:univsec@lakeheadu.ca).