

## EMPLOYMENT EQUITY POLICY

### 1.0 Introduction

QPIRG Concordia recognizes that structural injustice and prejudice influence our experiences and that we live in a society rooted in oppression. We believe in the need for experience, knowledge, and guidance from marginalized and oppressed peoples within any progressively oriented organization.

### 2.0 Policy

In light of this QPIRG Concordia adopts the following employment equity policy for employees and stipend recipients:

- 2.1 The QPIRG Concordia board and/or hiring committee will conduct an institutional and workplace assessment of the organization prior to writing and/or disseminating a job posting. The aim of this assessment is to have an understanding of the needs and shortcomings of the organization specifically in relation to the organization's ability to best meet its mandate. The process may require consulting and collaborating with current employees and outside representatives (refer to the QPIRG Concordia Hiring Policy).
- 2.2 Upon conducting the assessment, the QPIRG Concordia board and/or hiring committee will prepare a strategic plan that addresses the current institutional needs and limits and set strategies and goals that will address them. This plan will be presented and approved at a board meeting.
- 2.3 The QPIRG Concordia board and/or hiring committee will write or amend a job description that reflects the findings of the assessment, and will clearly outline, in a job posting, the qualification or asset criteria that would address them.
- 2.4 The following statement should be included in all job postings: "QPIRG Concordia recognizes and welcomes the unique contributions that individuals from marginalized and oppressed communities bring to our organization, and invites these individuals to apply. We encourage applicants to describe the unique contributions they, as individuals with diverse experiences, would bring to QPIRG Concordia in their cover letter or resume. Please indicate clearly in your cover letter that you would like to be considered for Employment Equity."
- 2.5 QPIRG Concordia will post job opportunities at women's centres, cultural centres, and other community groups that service marginalized populations. Similarly, job opportunities will be posted to all relevant listserves. QPIRG Concordia will advertise job opportunities in publications produced by a wide variety of communities in the Montreal area. Locations and venues of postings and publications will be informed by the specific requirements and assets of the job posting.

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- 2.6 The hiring committee will short-list according to an applicant's ability to best meet the qualifications and assets set out in the job posting. During the interview process, applicants will be given the opportunity to speak about the ways in which their experiences contribute to QPIRG Concordia's ability to meet its mandate. Where everything else is equal, the hiring committee will select the applicant that has applied for employment equity.