

STANDARD EDII LANGUAGE FOR JOB DESCRIPTIONS

This document offers suggested language regarding EDII competencies and requirements that units can incorporate into position descriptions. Units should ensure that one or more of these competencies/requirements is included in every job description as appropriate to the level of the position.

GENERAL STAFF GRADES 3-6, CUPE 229

- Proven ability to work effectively and independently within a culturally diverse environment.
- Knowledge of human rights, diversity, equity, Indigenization and inclusion.
- Respects diversity and promotes inclusion in the workplace.
- Questions attitudes, comments and behaviours which are discriminatory and seeks out appropriate resources to remove these from the workplace.
- Acknowledges and respects diverse cultural traditions and beliefs.
- Commitment to understanding university specific processes and policies to address human rights or equity concerns

GENERAL STAFF GRADES 7-9, CUPE 254, ONA

- Able to demonstrate an ability to work effectively and independently within a culturally diverse environment.
- Knowledge of relevant legislation, including Employment Equity, Human Rights legislation, Treaties, sexual violence legislation and the Accessibility for Ontarians with Disabilities Act and its regulations.
- Knowledge and experience in researching equity, diversity, accessibility and inclusion resources and best practices relevant to the role and unit operations in order to inform evidence-based planning.
- Demonstrated experience applying equity, diversity, accessibility, inclusion and Indigenization considerations to decision making and planning.
- Demonstrated commitment to principles of equity, diversity, accessibility, inclusion, Indigenization and human rights for equity deserving groups.
- Respects diversity and promotes inclusion in the workplace.
- Comprehensive understanding of what sexual violence, harassment and discrimination are, and their varying effects on diverse members of the community.

Questions

