



POLICY: Equity, Diversity & Inclusion Statement		POLICY NUMBER: CC-7
		PREVIOUS/REPLACES: Diversity and Inclusion Statement
APPROVED BY: Executive Council	EFFECTIVE DATE AS OF: August 31, 2021	PRIOR VERSIONS: May 4, 2021 July 7, 2020

1. Statement:

The Manitoba Institute of Trades and Technology (to be referred to as MITT) values and embraces equity, diversity and inclusion. This belief is enshrined as one of MITT’s core Values that supports the Mission and Vision of the Institute. MITT believes that equity, diversity and inclusion strengthen us. By sharing unique perspectives and coming together as one, we are a stronger and more effective organization. We believe that diversity is not only the right thing to do, but also the smart thing to do.

We are dedicated to protecting the human rights of all persons and adhere to the Manitoba Human Rights Code. No individual will be discriminated against because of ancestry including colour and race, nationality or national origin, ethnic background or origin, religion or creed, age, sex, gender identity, sexual orientation, marital or family status, source of income, political belief, association or activity, physical or mental disability, or social disadvantage.

MITT recognizes that there has been historical and persistent discrimination and barriers to equitable participation throughout society. Our goal is to ensure all members of the MITT community are given equal opportunity and treated with respect and dignity. All students and employees will be given help and encouragement to develop their full potential and utilize their unique talents.

This statement outlines MITT’s commitments to uphold and support equity, diversity and inclusion throughout the Institute.

Commitments from MITT:

- To create a corporate culture of equity, diversity and inclusion that is welcoming and respectful and where individual differences are valued and celebrated.
- To promote dignity, inclusion and respect for every member of the MITT community that fosters a supportive and understanding environment in which all individuals can realize their maximum potential.
- To encourage anyone who feels that they have not been treated fairly and been subject to discrimination to raise their concerns in a safe environment.
- To focus on understanding and eliminating the systemic and attitudinal obstacles experienced by any member of the MITT community who belongs to a specified identity group.



- To attract, retain, and develop a highly qualified capable and diverse workforce that achieves a workforce reflective of the community at large.
- To provide ongoing cultural and social awareness, education, training and learning to help improve understanding between various groups and to ensure MITT is knowledgeable about equity, diversity and inclusion.
- To reflect diversity in communications that promote MITT programs, services and curriculum.
- To commit to equity, inclusion and diversity as part of the process of setting policies, developing procedures and making decisions at all levels of MITT.
- To undertake strategic outreach to develop meaningful relationships with diverse communities.
- To not tolerate any form of intimidation, discrimination, or racism in any manner and to address any issues that are in contravention of this statement.
- To ensure adequate resources are available to fulfill the stated commitments.

2. Scope:

This statement applies to all members of the MITT community including but not limited to:

- All MITT employees including full-time, part-time, casual and contract;
- All MITT students including full-time and part-time secondary and post-secondary programs;
- All MITT Governing Board Members;
- Volunteers and visitors to the MITT; and
- All other persons who provide goods, services or facilities on behalf of MITT.

3. Procedure:

Readers are directed to refer to MITT's Respectful Workplace, Harassment Prevention and Non-Discrimination Policy, as well as MITT's Non-Discrimination Policy, for all procedural requirements if they feel they are being discriminated against.

4. Administration:

The President and CEO of MITT is responsible for ensuring this statement is reflected within MITT's culture, programs, and services.

5. Review:

This statement will be reviewed every five years by Executive Council.



6. References:

Legislation:

Human Rights Code (Manitoba)

MITT Policies:

Board Governance Policy – Diversity and Inclusion
Code of Conduct & Staff Ethics
Employment Equity
Hiring Policy – Recruitment
Progressive Discipline
Respectful Workplace, Harassment Prevention and Non-Discrimination
Student Discipline

7. Definitions:

Diversity refers to the unique dimensions, qualities and characteristics that individuals possess such as different sex, gender, race, age, ethnicity, religion, sexual orientation, etc.

Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

Inclusiveness refers to an environment that is responsive to the needs of all, acknowledges and respects diversity and does not discriminate or treat people unfairly because of individual differences.

Racism means prejudice, discrimination or antagonism directed against a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is a minority or marginalized.