

## Recommendations for Equity-Wording in Job Ads

December 20, 2018

### Option A (Generic Equity language):

The University of Waterloo regards diversity as an integral part of academic excellence and is committed to accessibility for persons with disabilities. As such, we encourage applications from women, First Nations, Metis and Inuit peoples, persons with disabilities, members of diverse gender identities, and others who may contribute to the further diversification of ideas. At Waterloo, you will have the opportunity to work across disciplines and collaborate with an international community of scholars and a diverse student body, situated in a rapidly growing community that has been termed a “hub of innovation”.

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

### Option B (Targeted language):

#### i) Gender advertisement language

As an employer committed to employment equity and accessibility for persons with disabilities, we encourage applications from members of equity-seeking communities including women, racialized and Indigenous persons, persons with disabilities, and persons of all sexual orientations and gender identities/expressions.

Diversity is integral to academic excellence, and as such, the University is committed to attracting and retaining diverse faculty. Based on existing demographics in the Canada Research Chairs at the University of Waterloo, priority in hiring will be given to qualified women who self-identify as such in the application process. This initiative is a special program under the Ontario Human Rights Code <http://www.ohrc.on.ca/en/part-ii-%E2%80%93-interpretation-and-application/special-programs>.

We encourage members of all equity-seeking groups to self-identify within their letter of intent in their application. When a candidate voluntarily discloses this information in their application, the information will be kept strictly confidential and will be used only for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaire.gc.ca/program-programme/equity-equite/index-eng.aspx>. Disclosure and/or self-

identification with an equity-seeking group will not lead to advantageous treatment of a candidate who is not qualified.

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

**ii) Indigenous advertisement language**

As an employer committed to employment equity and accessibility for persons with disabilities, we encourage applications from members of equity-seeking communities including women, racialized and Indigenous persons, persons with disabilities, and persons of all sexual orientations and gender identities/expressions.

Diversity is integral to academic excellence, and as such, the University is committed to attracting and retaining diverse talent. Based on existing demographics in the Canada Research Chairs at the University of Waterloo, priority in hiring will be given to qualified Indigenous persons (First Nations, Metis, and Inuit) who self-identify as such in the application process. This initiative is a special program under the Ontario Human Rights Code <http://www.ohrc.on.ca/en/part-ii-%E2%80%93-interpretation-and-application/special-programs>.

We encourage members of all equity-seeking groups to self-identify within their letter of intent in their application. When a candidate voluntarily discloses this information in their application, the information will be kept strictly confidential and will be used only for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaire.gc.ca/program-programme/equity-equite/index-eng.aspx>. Disclosure and/or self-identification with an equity-seeking group will not lead to advantageous treatment of a candidate who is not qualified.

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.