Board of Governors – EDI Statement

Commitment to EDI:
The Ontario Tech University Board of Governors acknowledges and is grateful for the friendship of the people of the Mississaugas of Scugog Island First Nation on whose traditional lands the university's campus is located. The Board is committed to equity, diversity, and inclusion (EDI) and to removing barriers for the groups most likely to experience them, including: Indigenous persons; persons with a disability; Lesbian, Gay, Bisexual, Trans, Queer, 2-spirit, Non-Binary (LGBTQ2+) persons; racialized persons; women; and other equity deserving groups. This includes a commitment to advancing reconciliation and fostering relationships with Indigenous communities.

The Board's Role:
The Board will support and foster the advancement of EDI programs and initiatives at the University and is committed to incorporating EDI in its decision-making and recruitment practices.

University Culture:
The Board commits to fostering an inclusive culture at Ontario Tech University. The Board believes EDI is at the heart of the university's mission of *technology with a conscience*, and engages regularly with university leadership on the progress against Ontario Tech's EDI strategy.

Board Decision-Making:
The Board commits to incorporating EDI in the performance of its duties and its decision-making processes to ensure the Board is reviewing matters through an EDI lens.

Board Recruitment:
The Board will pursue recruitment strategies that enable it to broaden the EDI of the Board when recruiting governors.

Board Composition:
The Board is committed to incorporating EDI in its governor appointments and to ensuring that Board members reflect the communities the university serves.

Board Education:
The Board approaches its role in advancing EDI as a journey that requires regular engagement with the university community and an open mindedness to continually seek out new knowledge and perspectives. The Board is committed to providing continuous learning for governors to ensure its policies reflect best practices for diverse recruitment. The Board will incorporate EDI learning in its professional development programming for governors.

As the Board's EDI journey evolves, so too will this statement. The Board will regularly review and update these commitments to ensure they reflect the Board's increased

knowledge and improved understanding of EDI best practices. The Board also commits to assessing the progress being made in advancing these commitments.