

Diversity, Equity, and Inclusion

Policy Type: Governance Process

Policy Number: #127

Date Approved: 27 June 2022

Date Amended:

Policy Statement

At the Victoria Airport Authority work on diversity, equity, and inclusion is ongoing. The Board believes these are not just words but core principles to our organization's strength, innovation, and creativity. Furthermore, it recognizes that diversity, equity, and inclusion initiatives are key to attracting and retaining talent in today's competitive labour market.

Recommendations for candidates or appointees to the Board will be based on the abilities, skills, and experience the Board as a whole determines it requires from time to time while recognizing that a diverse and inclusive component will result in a more effective board.

Definitions

Diversity - The Board is committed to ensuring equitable and fair representation of underrepresented groups including women, persons with disabilities, Indigenous, Black and people of colour, (ethnicity and race), sexual orientation, and gender identity and expression at the Board table and within the Authority. It is also committed to ensuring '...such 'non-visible' qualities as diversity in thought, perspectives, education, socio-economic status and life experiences. (B.C Public Service definition of diversity)

Equity - "is about fairness and justice. It is about taking deliberate actions to remove systemic, group, and individual barriers and obstacles that hinder opportunities and disrupt well-being. Equity is achieved through the identification and elimination of policies, practices, attitudes, and cultural messages that create and reinforce unfair outcomes." (The Centre for Global Inclusion)

Inclusion - An environment in which Board directors and '...employees feel and are involved, respected, valued, and connected. We leverage the diversity of experiences, skills, and talents of all our directors and employees and strive to create a respectful boardroom and workplace in which individuals are encouraged to bring their ideas, backgrounds, and perspectives to the team.' (Based on B.C Public Service definition of diversity.)

Board Responsibilities

- Ensuring this policy is consistently applied to all Board recruitment and election processes;
- Ensuring that there is zero tolerance of discriminatory language and/or behaviour at Board meetings or any other type of Board activity;
- Ensuring the Board processes are accessible, inclusive, and equitable;
- Ensuring a commitment to inclusive behaviours; fair treatment based on one's needs, valuing uniqueness and cultivating a sense of belonging, and enabling an adequate voice for all Board members in decision-making;
- Setting targets and developing specific action plans as deemed necessary to achieve the optimum level of diversity on the Board from time to time;
- Engendering a meeting culture that ensures all directors have opportunities to bring their diverse experience, thoughts, and views to all committee and Board meetings, recognizing that experiences based on identifiers such as gender, ethnicity and race, geography, and identification as LGBTQ2S all bring valuable insight to decision-making;
- Approving changes to this policy.

Governance and Nominating Committee Responsibilities

The Governance Committee reviews and assesses Board composition on behalf of the Board and recommends any amendments to the Board Skills and Competencies Matrix that is used to create the annual director recruitment profile that is ultimately approved by the Board.

In reviewing the Board's composition, the committee will consider diversity as defined in this policy to maintain an appropriate mix and balance of diversity, attributes, skills, experience, and backgrounds.

The Nominating Committee is responsible for endorsing qualified candidates for recommendation to the Board of Directors based on the requirements outlined in the approved director recruitment profile and plays an integral role in seeking candidates who bring diverse perspectives to the Board.

In identifying suitable candidates for election/appointment to the Board, the Nominating Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity in the Board's composition.