



UNIVERSITY OF REGINA  
FACULTY ASSOCIATION

March 26, 2020

Mr. Roger Brandvold, Chair  
Board of Governors

Dear Sir:

Dr. Vianne Timmons is completing her term as president of the University of Regina and in light of this, the Equity Committee of the Faculty Association is writing to emphasize the necessity to put equity and diversity as primary criteria for the hiring of the next president of the University of Regina. As indicated in the University's Employment, Equity and Diversity Policy:

As an employer, the University is committed to fostering a workplace that is strengthened by being diverse and inclusive, seeking to both recruit and retain a workforce that is representative of the community in which it is situated. ...The University, in its employment practices and programs, strives to develop a diverse workforce in all jobs and at all levels of employment. This is achieved through emphasis on fairness, equity, and transparency in hiring and workforce retention as outlined in this policy (<https://www.uregina.ca/policy/browse-policy/policy-EMP-010-010.html>).

Policy based on this position means that:

The overarching goal of this policy is to recruit competent, highly engaged individuals while moving the University of Regina towards the achievement of a representative workforce that reflects the demographics of our community. ...The University of Regina recognizes that we must identify and remove any discriminatory policies and practices found in the recruitment and selection of employees at all levels and categories of employment (<https://www.uregina.ca/policy/browse-policy/policy-EMP-010-010.html>).

Those of us who have long served the university are aware that equity and diversity hires are not easy to find, but efforts must be made. It behooves the Board of Governors, then, to act to ensure that equity and diversity are a central and definitive features of the search for the new president of the University of Regina ensuring equity groups; women, people with disabilities, Aboriginal peoples, and visible minorities, along with LGBTQ2+ are actively sought when seeking candidates the president's position.

We look forward to your response and confirmation of this important subject.

Respectfully,

Sylvain Rheault  
President, URFA