

Affirmative Action Plan

copy for STS Dept Website

draft 27 Sept 2017

approved by AA rep 28 Sept 2017

The Department of Science & Technology Studies' most recent Affirmative Action Plan was approved by York University's Joint Committee on Affirmative Action (JCOAA) on 5 July 2017. This plan (upon which this information is based) guides our procedures and decision-making in all matters involving Affirmative Action, including hiring.

The Department of STS is strongly committed to the implementation of Affirmative Action. We value diversity in all its forms within our teaching and research, and we strive to have this diversity represented among our full-time faculty members. We feel that an important step towards Affirmative Action is the establishment of an atmosphere where everyone can work together in an atmosphere of collegial respect. The current balance of our full-time faculty is almost evenly split between men and women, with the former group disproportionately represented in the Professorial Stream. We expect consistent and conscientious application of our AA procedures will focus efforts not only toward promoting the more equitable representation of women, but also toward promoting the more equitable representation of visible minorities (racialized groups), Aboriginal (Indigenous) People, and persons with Disabilities (the four equity-seeking groups identified in the most recent YUFA Collective Agreement).

Our Departmental Chair ensures that our unit has both an AA Representative, as well as a Delegate (if necessary), to oversee the implementation of our AA procedures. This need to have individuals serve as AA representatives or delegates does not in any way mitigate the collective responsibility we all share to understand and implement our Affirmative Action policies. There is thus no expectation among members of our unit that the AA representative or delegate should or must also be a member of an equity-seeking group. The Affirmative Action representative (and any delegate) must be a tenured member of the Department, and will serve as an *ex-officio* member of any Search Committee.

Every year, the Departmental Chair will schedule a review of the AA plan, giving special consideration to any changes that might have occurred in the terms and language of the YUFA Collective Agreement.