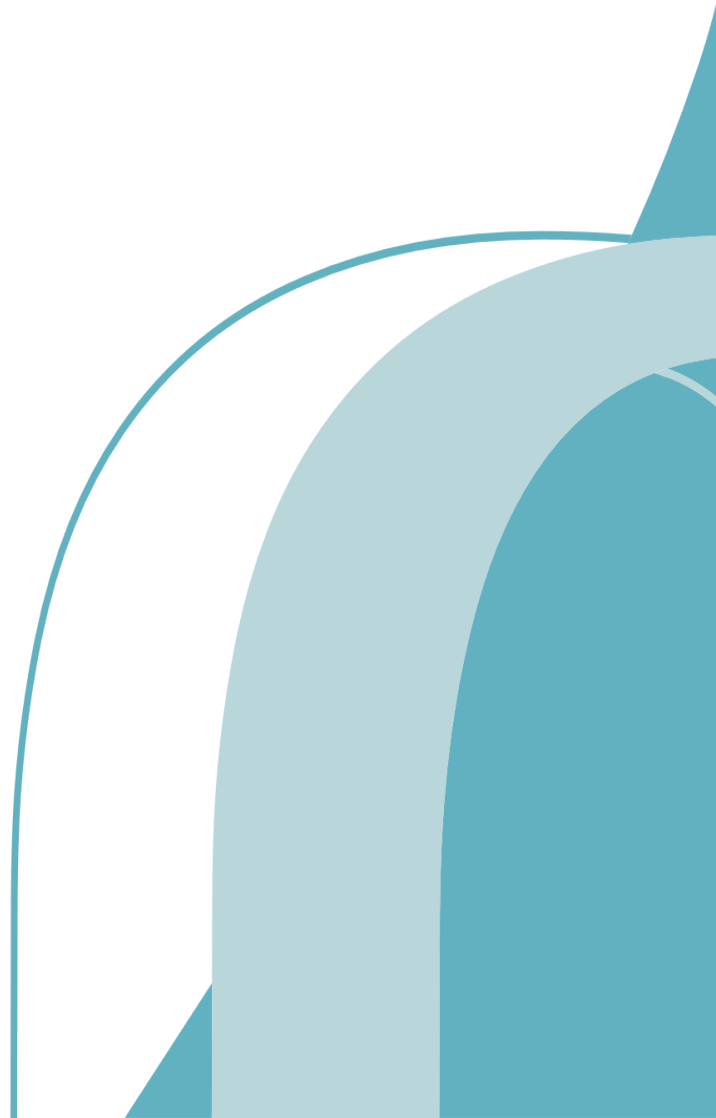


POLICY

Equity, Diversity, Inclusion and Reconciliation

Owner	Chief People Officer
Effective date	Jan 1, 2023
Next renewal date	Nov 16, 2025
Frequency of review	Every 3 years



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1. Purpose

The University Pension Plan Ontario (“UPP”) recognizes the value of each person’s differences, experiences, knowledge and talents and the contribution they make to society, culture, and UPP.

The purpose of the Equity, Diversity, Inclusion and Reconciliation Policy (the “Policy”) is to underpin UPP’s commitment to Equity, Diversity, Inclusion and Reconciliation (“EDIR”) and to reinforce our belief in creating a purpose-driven diverse, inclusive, and equitable organization for one another and the broader society.

2. Scope

This Policy applies to UPP Personnel.

3. Definitions

UPP is committed to creating and sustaining a diverse, equitable, and inclusive environment - ensuring everyone’s race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability, socioeconomic status, Indigeneity, or other identities are respected.

At UPP we define **EDIR** in the following way:

- **Equity:** Fair treatment, access, opportunity, and advancement for all people. One’s identity should not negatively impact one’s outcomes.
- **Diversity:** All the ways in which people differ.
- **Inclusion:** A diversity of people have power, a voice, and/or decision-making authority. It is about the collective, creating a culture that strives for equity, and embraces, respects, accepts and values difference.
- **Reconciliation:** Commitment to meaningful consultation with Indigenous people, where required, building respectful relationships between Indigenous & non-Indigenous people, and obtaining the free, prior, and informed consent of Indigenous peoples on matters pertaining to them. At UPP, reconciliation also signifies the organization’s commitment to honouring the Truth and Reconciliation Commission’s Call to Action #92.

Personnel: All UPP employees, contractors, affiliates, and anyone else who works on behalf of the organization

4. Policy Objectives

The objective of this Policy is to instill EDIR as key foundations upon which the organization, its approaches, and its culture are premised.

5. General Policy Statements

UPP is committed to making best efforts to:

- **Identify, acknowledge, and address** any barriers facing Indigenous, Black, and equity-deserving¹ groups in any aspect of UPP's work or operations, from recruitment to retention and in service delivery.
- **Make everyone accountable** by establishing EDIR as an essential element of UPP's culture and work (e.g. reflecting it in the annual Organizational Balanced Scorecards).
- **Build team diversity** by providing opportunities for self-identification so that UPP can measure diversity and use the data collected to identify and address any identified gaps.
- **Equip and Promote Inclusive Leadership** by embedding inclusive leadership behaviours in performance management, learning and development roadmaps, and providing ongoing EDIR learning opportunities for all UPP employees.
- **Foster an equitable, bias-free, and inclusive culture** by positioning EDIR as a cornerstone of UPP's people programs and policies, including all recruitment, onboarding, integration, promotion and pay practices.
- **Leverage the extensive research** demonstrating that diversity and inclusion enhance an organization's Performance, UPP will seek to embed an EDIR lens into its decision-making processes.
- **Recognize the unique experiences of Indigenous Peoples** and advance reconciliation through engagement with Indigenous communities and taking action to build a just workplace and organization.

6. EDIR Practices

Through this Policy we understand:

6.1 Business Imperative

EDIR is not just a core value at UPP, it's an organizational imperative.

6.2 Diverse Teams

Diverse teams' perspectives and lived experiences contribute to better decision-making in the workplace. We will establish strategic partnerships, invest in internships and next-generation programs targeting equity-deserving groups to help diversify the hiring pipeline.

6.3 Other Policies

¹ For the purposes of this Policy – 'equity-deserving groups' refers to communities that face significant barriers because of historic and ongoing discrimination and are due for social justice and reparations. Implicit in the term is a recognition that all groups deserve equity, but it draws particular attention to the need to work together to achieve equity for those groups that do not currently have equitable access to opportunities and resources. The term 'equity deserving groups' is increasingly used instead of 'equity seeking groups' to make the point that the onus should not be on the communities that face barriers to seek equity but it should be everyone's responsibility to work together to remove barriers that prevent these groups from achieving the equity they deserve. In this policy we adopt the term that is recognized to be most respectful as of the date this policy is adopted but we also acknowledge that terms used will evolve. We will make best efforts to update the language we use within UPP, as required.

EDIR considerations underpin UPP's practices and UPP's policies are applied through an EDIR lens.

6.4 Roles and Responsibilities

Personnel are expected to conduct themselves in inclusive ways during all work-related activities and events. All personnel have a responsibility to treat others with dignity and respect and ensure adherence to this Policy, in physical and virtual spaces.

Executives and Leaders are responsible for:

- Identifying opportunities, concrete actions, and levers to advance EDIR goals in the organization (e.g., targeted recruitment programming).
- Reviewing existing and new processes, policies, recruitment systems, and procedures to address any systemic barriers.
- Providing support to Personnel to carry out the roles and responsibilities outlined below.
- Facilitating trust amongst and with staff, and lead the way in demonstrating commitment to equity, diversity, inclusion, and reconciliation.
- Establish clear outcomes to measure and monitor progress towards attainment of diversity across UPP's workforce.
- Committing to ongoing learning & discussions to acknowledge and address barriers and advance change.
- Asking questions and remaining open-minded to different ways of knowing and doing things.

Employees are responsible for the following:

- Learning about and addressing the preconceived notions, biases, assumptions, and beliefs that can lead to inequitable treatment of Indigenous, Black, and equity-deserving groups;
- Creating, maintaining, and protecting spaces, virtual or physical, that foster equity, diversity, inclusion, and reconciliation principles;
- Recognizing and respecting the perspectives and expertise of Indigenous, Black, and equity-deserving groups;
- Committing to ongoing learning and discussions to enhance knowledge of barriers facing Indigenous, Black, and equity-deserving groups and to improve capacity in advancing EDIR goals.
- Remaining open-minded to different ways of knowing and doing things.

7. Exceptions

There are no exceptions to the objectives of this Policy.

8. Compliance and Monitoring

The People Team is responsible for providing education and engagement opportunities for personnel on EDIR-related topics. In designing those opportunities, the focus will be on helping personnel understand how to apply EDIR principles to UPP's operations and work environment.

All personnel are accountable for the implementation of the Policy.

The People Team is responsible for monitoring and supporting compliance.

Incidents of potential non-compliance should be reported to the Chief People Officer, or through ClearView Connects, UPP's confidential third-party ethics hotline at 1-866-781-5012 or www.clearviewconnects.com.

9. Related Policies and Other Documents

- Accessibility Policy
- Code of Conduct
- Procurement Policy
- Respectful Workplace Policy
- Ontario Human Rights Code: <https://www.ontario.ca/laws/statute/90h1>
- Canadian Charter of Rights and Freedom
- Canadian Human Rights Act.

10. Approval Record

This Policy is reviewed by the Human Capital Committee at least once every three years or as required based on changes to related policies, UPP's operations, or statutory and regulatory guidelines.

Version	1.0
Reviewer	Human Capital Committee
Review Date	Nov 17, 2022
Approver	Board of Trustees
Approval Date	Dec 5, 2022