

TENTATIVELY AGREED
LETTER OF UNDERSTANDING: EMPLOYMENT EQUITY STATEMENT

The Parties tentatively agree to include the following Article in a collective agreement. It is understood that final agreement is subject to ratification of the Parties' respective principals following tentative agreement on all matters. Article numbering, including any Article cross-referencing, is subject to change following agreement on all matters. The Parties reserve the right to amend or withdraw any proposal herein prior to reaching a complete tentative agreement with CUPE, or to correct an error or omission.

The Parties acknowledge that, as part of its Employment Equity Policy, McMaster University has an Employment Equity Statement, which currently reads as follows:

McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and, within the lands protected by the Dish With One Spoon Wampum agreement. The diversity of our workforce is at the core of our innovation and creativity and strengthens our research and teaching excellence. In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration and diversity, and has a deep commitment to employment equity, inclusion and belonging. The University seeks qualified candidates who share our commitment to equity, diversity, inclusion and belonging, who will contribute to the diversification of ideas and perspectives, and especially welcomes applications from First Nations, Métis and Inuit peoples, racialized persons, persons with disabilities, women, and persons who identify as 2SLGBTQIA+.

Job applicants requiring accommodation to participate in the hiring process should contact the Hiring Manager or designated individual specified on the job posting. Alternately, Job applicants may also contact:

- Human Resources Service Centre at 905-525-9140 ext. 222-HR (22247), or
- Faculty of Health Sciences Human Resources Office at ext. 22207
- School of Graduate Studies at ext. 23679

to communicate accommodation needs.

Applicant Diversity Survey Statement

As part of McMaster's commitment, all applicants are invited to complete a confidential Applicant Diversity Survey through the online application submission process. The survey questionnaire requests voluntary self-identification in relation to equity-deserving groups that have historically faced and continue to face barriers in employment. Please refer to the Applicant Diversity Survey - Statement of Collection for additional information.

For the Union:

Mitchell Lupa
President, CUPE Local 3906

Date

Caleb Smolenaars
Lead Steward, CUPE Local 3906

Date

For the University:

Maggie Pooran
Lead Spokesperson, Executive Director, Health, Safety, Wellbeing & Labour Relations

Date

Chris Eley
Acting Director, Housing & Conference Services & Chair, University Bargaining Team

Date