

MISCELLANEOUS

(Revised July 18)

The University proposes a side letter with the following language concerning diversity in hiring practices and inclusivity in the workplace:

The University is committed to fostering an environment of diversity, equity, inclusion and belonging for all our faculty, students, and staff. Accordingly, the University shall convene a Working Group with an equal number of representatives from the Union to review and discuss measures to continue to promote inclusivity and diverse hiring practices for positions covered by the Agreement consistent with applicable laws. The Working Group will meet at least twice (2) a year for the term of the contract. This Working Group will also discuss the University's efforts in promoting inclusion by expanding existing gender-neutral bathrooms in office, classroom and lab buildings, working towards the goals of having at least one (1) per building in all campuses, and having gender-neutral bathroom information posted on a central website.

The University reserves the right to add to, delete or modify these proposals at any time during bargaining.