

Equitable Hiring Policy Amendments

Prepared by Vice-President Internal, Tran Thai

Link to the full copy of the Equitable Hiring Policy:

https://docs.google.com/document/d/18lCBZABBFEPJqnl1fK5tNmyDzsjKO_JvxLzKvfcHGbo/edit?usp=sharing

Proposed Amendment #1

Original:

Chapter III: Policies for Assesor Hiring

Proposed:

Chapter III: Policies for **Assessor Hiring**

Rationale: Spelling error

Proposed Amendment #2

Original:

Chapter V: Policies on Hiring Committees

- 1) The hiring committees for various positions can be found below:
 - a) VUSAC Internal Staff Hiring
 - i) Vice-President Internal, who shall act as chair
 - ii) President
 - iii) The outgoing staff member for the respective position
 - iv) Equity Commissioner
 - v) One commuter student
 - vi) One residence student
 - b) VUSAC Internal Co-Chair Hiring
 - i) The respective commissioner, who shall act as chair
 - ii) Vice-President Internal
 - iii) President
 - iv) The outgoing co-chair or commissioner for the respective position
 - v) Equity Commissioner

Proposed:

Chapter V: Policies on Hiring Committees

- 1) The hiring committees for various positions can be found below:
 - a) VUSAC Internal Staff Hiring
 - i) Vice-President Internal, who shall act as chair
 - ii) President
 - iii) The outgoing staff member for the respective position
 - iv) Equity Commissioner
 - v) One commuter student
 - vi) One residence student
 - b) VUSAC Internal Co-Chair Hiring
 - i) The respective commissioner, who shall act as chair
 - ii) Vice-President Internal
 - iii) President
 - iv) The outgoing co-chair or commissioner for the respective position
 - v) Equity Commissioner
 - vi) **One commuter student**
 - vii) **One residence student**

Rationale: Adding a commuter and residence student to the Co-Chair hiring panels allows for a less internal decision when hiring Co-Chair. This past Summer, we would often have only 3 members on a hiring panel for Co-Chair but with the addition of a commuter and residence representative, it would offer more voices on who to hire.

Proposed Amendment #3

Original:

- 1i) Caffiends Co-Manager Selection Committee
 - i) Vice-President Student Organizations, ~~who shall act as chair~~
 - ii) The outgoing senior co-manager
 - iii) The incoming senior co-manager
 - ~~iv) Two current members of the Caffiends volunteer team~~
 - ~~(1) It is the responsibility of the selected volunteers, the current co-managers, and the Vice President Student Organizations to ensure that the selected volunteers are as unbiased as possible.~~

Proposed:

- 1i) Caffiends Co-Manager Selection Committee
 - i) **The outgoing senior co-manager**
 - ii) **The incoming senior co-manager**
 - iii) **Vice-President Student Organizations**
 - iv) **Sustainability Commissioner or Co-Chair**
 - v) **Caffiends Executive**

Rationale: Inaccurate hiring panel that was listed prior

Proposed Amendment #4

Original:

1l) The Bob Director Selection Committee

- ~~i) Outgoing Arts and Culture Commissioner, who shall act as a co-chair~~
- ii) Incoming Arts and Culture Commissioner, who shall act as a co-chair
- iii) The outgoing Bob Directors
- iv) The outgoing Bob Producer
- v) A past member of the Bob technical team
- vi) The incoming Vice-President Internal

Proposed:

1l) The Bob Director Selection Committee

- i) Incoming Arts and Culture Commissioner, who shall act as co-chair
- ii) The outgoing Bob Director(s), who shall act as co-chair
- iii) The outgoing Bob Hired Co-Producer
- iv) A past member of The Bob technical team
- v) The incoming Vice-President Internal

Rationale: Updated to reflect the hiring panel

Proposed Amendment #5

Original:

- 1m) The Bob Producer Selection Committee
 - i) Arts and Culture Commissioner
 - ii) The Bob Directors
 - iii) Vice-President Internal

Proposed:

- 1m) The Bob Producer Selection Committee
 - vi) Arts and Culture Commissioner
 - vii) The Bob Directors
 - viii) ~~Vice-President Internal~~

Rationale: Inaccurate hiring panel that was listed prior

Proposed Amendment #6

Original

Did not exist prior in the Equitable Hiring Policy

Proposed:

8) Prior to hiring, interview questions will be reviewed by the hiring committee. With each new hiring cycle, the interview questions will be altered or updated.

- a) This includes changing any questions that can be further tailored to the position that reflects the role and situational/scenario questions.
- b) The questions should not be so specific to the student group to make sure that other applicants are not at a disadvantage.

Rationale: Oftentimes, interview questions are not updated which can cause a few issues. The first is that the questions aren't being changed which can lead to more difficult questions being in place. The second is that applicants who applied previously will hold an advantage if questions are not changed.