

February 4, 2022

Dear Dr. Mercer:

On behalf of the University of Victoria, this responds to your correspondence dated January 17, 2022, addressed to the Chair of the Department of Computer Science regarding recruitments in that department.

As we have indicated to you in response to your letters regarding past searches, the University of Victoria has long been committed to a diversity of perspectives, together with equity and diversity in its hiring policies. The University's efforts have focused on the recruitment of Indigenous faculty and staff, women (in science and engineering, in particular), persons with disabilities and members of visible minorities. As a recent signatory to the Scarborough Charter we are undertaking also to seek and appoint qualified Black scholars.

The Province of British Columbia, through s. 42 of the BC Human Rights Code, encourages the university to employ equity based approaches to recruitment through its requirement of an Employment Equity Plan and the ability to engage in Preferential and Limited Hires, such as the posting you are referring to. UVic uses preferential or limited hiring when it is recognized that specialist diversity knowledge is a gap in a particular area. We welcome the ability to use these tools to attract highly qualified candidates. All of our recruitments set rigorous academic criteria which accord with the collective agreement and the needs of the department, ensuring all potential candidates meet standards of excellence.

Sincerely,



Susan Lewis, PhD  
Professor and Acting Vice President Academic and Provost

Cc.: Kevin Hall, President, University of Victoria  
Valerie Kuehne, Vice-President Academic and Provost, University of Victoria  
Sudhakar Ganti, Chair, Department of Computer Science, University of Victoria  
Mina Hoorfar, Dean, Faculty of Engineering, University of Victoria  
Cassbreea Dewis, Executive Director, Equity and Human Rights, University of Victoria