

**University of Windsor**

**School of Social Work**

**Policy on Diversity and Educational Equity**

Consistent with the Canadian Association of Social Work's Code of Ethics and the Canadian Association of Schools of Social Work Accreditation Standards, the University of Windsor, School of Social Work encourages and actively recruits a diverse student population. Students from all religious, ethnic, racial, sexual orientations, and socio-economic status are encouraged to apply for admission to the BSW program in all its various forms. In addition, students with disabilities, who are capable of performing the core responsibilities of a social work practitioner, are also encouraged to apply with the assurance that every effort will be made to remove systemic barriers to their full participation in the program and that accommodation appropriate to their individual requirements will be undertaken.

**Equity Admissions Initiative (E.A.I.)**

The EAI has been established to provide educational equity in the School of Social Work by supporting a learning environment which promotes social work knowledge, values, and skill development among members of Canada's designated groups who have demonstrated a motivation and inclination towards the Profession, but have been unable to meet the current academic admissions requirements.

For the purpose of this policy, persons eligible for EIA include: persons with a disability, members of visible minority groups and Aboriginal Peoples.

This policy is consistent with the Employment and Educational Equity Policy of the University of Windsor adopted November 1990. This policy has also been updated to remain consistent with the Ontario Human Rights Act and the Ontarians with Disabilities Act. This policy is designed to be congruent with the following specific objectives of the University:

1. To provide students with positive role models from members of the designated

groups.

2. To encourage the participation of under-represented students in academic programs.
3. To ensure that the academic and personal development needs of designated groups are met by the University.

The governments of Canada and Ontario support the development of initiatives which serve to increase the educational opportunity of designated target groups and The University of Windsor is committed to provide an environment within which educational equity can be achieved.

Some students who are members of designated target groups have not been able to meet the cumulative average "cut-off" established each year through competition within the applicant pool, but have met the minimum requirements for admission as published in the university calendar. The EAI attempts to address this situation in order to enhance the participation of members from these designated groups in the Undergraduate Program for the School of Social Work.

The learning environment required to support the special academic needs of students admitted under this initiative is supported by the Council of the School of Social Work.

#### Admission Requirements

The following requirements for admission will apply for EAI candidates:

1. Candidates will be informed of the School of Social Work's Policy on Diversity and Educational Equity and the school's Equity Admissions Initiative. They will be provided the opportunity to self identify and give consent to participate in the initiative.
2. Consistent with standard admission procedures for all students, EAI candidates must be recommended for admission by two faculty members following a review of the submitted application package, and apart from the academic requirements, all other usual criteria for admissions will apply.

3. Candidates for EAI must have the minimum GPAs and/or major averages published in the university calendar as standards for admission to the particular program for which admission is sought.

### Admissions Process

- § Individuals will be informed of the existence of the EAI policy through notice provided on all BSW program applications. Faculty members may also advise students on the existence of the policy for recruitment purposes.
- § Candidates wishing to be considered under the EAI policy will have their application evaluated during the undergraduate admissions process. Offers of admission will be determined at the undergraduate studies admissions meeting.
- § Candidates under the EAI, where recommended by the readers, or by the admissions meeting, will be interviewed by a designated member of the Undergraduate Admissions Committee to confirm motivation and understanding of the program requirements and to explore any special accommodation/assistance required by the candidate.

### Admission Goals

The policy of the School is to make available admission spaces for 5 EAI applicants (or a number equivalent to 10% of the years target number of student admissions) each year. These applicants are in addition to the general admission pool of students admitted on an academic ranking each year. Academic ranking is on the cumulative average or the average of the last 20 courses, whichever is higher. Students who have requested EAI, but whose academic performance is such that they fall above the admission cutoff established through the academic ranking, are not counted as EAI admissions.

## **Accessibility**

### Accessibility Plan

The School of Social Work will prepare an annual accessibility plan consistent with the

obligations outlined in the Ontarians with Disabilities Act as it applies to universities and colleges. The Accessibility Plan will be made available to all appropriate stakeholders after it has been approved by the Council of the School of Social Work. The School of Social Work Accessibility Plan will cover identification and removal of barriers to full participation consistent with the seven areas specified in the Ministry of Citizenship guidelines for university accessibility plans. Where the School identifies barriers, but does not have the authority to remove such barriers, these findings will be forwarded for input into the University of Windsor Accessibility Plan. Further, the School of Social Work Accessibility Plan will be bound by the time lines included in the ODA.

#### Accommodation Policy

Any student, with a disability, admitted to the School of Social Work has the right to request accommodation to remove a barrier which impedes his or her learning or full participation in School or program activities. Reasonable accommodation will be provided, unless the accommodation constitutes an undue hardship for the School or University as defined by the Ontario Human Rights Act.

No student with a disability, once admitted, will be required to withdraw from his or her educational program for reasons of professional unsuitability related to any medical, physiological, psychological, or psycho-social condition which is proven to affect an individual's ability to perform as a social worker until and unless appropriate accommodation has been in place for a sufficient time to allow for thorough assessment.