



To: Academic Board

From: Angela Hildyard
Vice-President, Human Resources and Equity

Date: September 27, 2006

Re: **Proposed Statement on Equity, Diversity and Excellence**

Over the course of the past year, in accordance with a key recommendation of the Equity Infrastructure Review, Connie Guberman (Special Advisor on Equity Issues), Julie McAlpine Jeffries (Legal Counsel) and I worked on the development of an Equity Statement. Connie and Julie engaged in extensive consultation with a representative working group drawn from the Equity Issues Advisory Board and developed a statement that was approved by the EIAB. The intent was that the statement would proceed through University Affairs Board to Governing Council during the past academic year.

The Equity Statement was recommended for approval by UAB at its May 30, 2006 meeting; however, as the proposed statement proceeded through Governance, it became clear that we needed to engage in further consultation. The Equity Statement was therefore withdrawn from the 2005-06 governance cycle.

Over the summer, we have worked on revising the statement so that it more clearly reflects the University's ongoing commitment to equity, diversity and excellence. In preparing this revised draft, we have taken into account **all** issues that have been brought to our attention since the May 30th University Affairs Board meeting. We have also worked closely with the President, the Vice-President and Provost and Legal Counsel.

The following is the proposed schedule for inviting groups to comment on the draft Statement on Equity, Diversity and Excellence and for proceeding through the applicable steps in the Governance structure.

Body	Date	Purpose
PVP	August 1, 2006	Discussion
P & D – by email	September 8, 2006	Discussion
PDAD&C	September 21, 2006	Discussion
Equity Issues Advisory Board	September 19, 2006	Approval
Academic Board	October 4, 2006	Discussion
University Affairs Board	November 7, 2006	Approval
Governing Council	December 14, 2006	Approval

In the past couple of weeks the Statement has been reviewed by the Equity Issues Advisory Board and PDAD&C, and this draft incorporates their suggestions.