



TO: Business Board

FROM: Professor Angela Hildyard

DATE: April 14, 2010 for April 26, 2010

AGENDA ITEM: 4(a)

ITEM IDENTIFICATION:
Human Resources and Equity Annual Report, 2009

JURISDICTIONAL INFORMATION:

The Business Board is responsible for approving and monitoring employment policy (for administrative staff), benefit programs and terms and conditions of employment. The Business Board is also responsible for reviewing an annual report on environmental health and safety and for ensuring that the University is in compliance with the Occupational Health and Safety Act.

PREVIOUS ACTION TAKEN:

This is an annual report.

OVERVIEW:

The Human Resources & Equity portfolio partners with all divisions on all campuses of the University to

- ❖ Attract, retain and engage outstanding, dedicated staff
- ❖ Promote a community that is equitable, diverse and inclusive
- ❖ Promote a safe and healthy teaching, learning and working environment
- ❖ Ensure that employees are provided with the opportunity to develop to their fullest potential

This report highlights activities in which we have engaged over the past year. The report has three sections:

Human Resources describes key accomplishments, centrally and divisionally, in the broad areas of employee/labour relations, development & learning and the employee experience. Highlights include:

- the development of HR Guidelines on Civil Conduct
- a number of new staff recognition initiatives
- the launch of on-line recruitment for faculty
- establishment of an advisory committee for Research Associates
- a significant increase in the number of staff participating in career development and learning opportunities
- continued success in return to work and accommodation strategies

Environmental Health & Safety describes the multitude of activities we undertake to ensure the protection of faculty, staff and students working in our research labs, to protect the environment, and to ensure the health and wellbeing of our community. Some of the key challenges and accomplishments include:

- preparation for several new regulatory guidelines on biosafety; increased biosafety training and inspections
- development of a new contractor safety program
- purchase and development of a new EHS database to improve data management and compliance capability
- the launch of several new training programs
- development of a new Joint Health & Safety Committee structure to reduce the number of committees but improve their effectiveness and compliance

Equity & Diversity outlines the many initiatives that support and enhance this university's commitment to equity, diversity and excellence. Key accomplishments are noted, including the development of new approaches to communication about equity, the breadth of initiatives to ensure the consistent application and effective implementation of policies, changes toward greater gender equity, and a greater awareness of inclusive pedagogy.

Other highlights of 2009 include: The University recognized as one of the top thirty-five of Canada's Best Diversity Employers in recognition of the exceptional workplace diversity and inclusiveness programs offered; unprecedented campus-wide engagement to reduce barriers to accessibility; and the creation of the video "University Rhymes With Diversity" for the International Day for the Elimination of Racial Discrimination.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

None

RECOMMENDATION:

This report is for information