



TO: Business Board

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AGENDA ITEM: **3(a)**

ITEM IDENTIFICATION:

Human Resources & Equity Annual Report, 2011

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 is responsible for a broad range of activities and initiatives across all three campuses and within every division of the University. This report covers the three main areas of my portfolio:

- Human Resources
- Environmental Health & Safety
- Equity & Diversity

This report provides an overview of 2011 initiatives and showcases the efforts of our Division in:

- Retaining, engaging and attracting outstanding employees;
- Promoting a community that is diverse and inclusive;
- Providing a safe and healthy teaching, learning and working environment;
- Developing employees to their fullest potential; and,
- Improving client service.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

None

RECOMMENDATION:

This report is for information.