



MEMORANDUM

To: Executive Committee
Governing Council

Date: October 10, 2003

From: Robert J. Birgenau, President

Re: **Vice-President, Human Resources and Equity**

My commitment to equity, diversity and excellence has been well documented and is fully shared by members of the senior administrative team. This commitment has been eloquently articulated in the Provost's White Paper companion document entitled "Equity x excellence: equity and diversity." The Provost notes that for equity and diversity initiatives to be truly successful *"They require leadership and commitment at the highest levels of the university's administration. They work best when a vice-president, preferably one who carries the academic credibility that comes with being a faculty member, is made responsible for leading the initiative."*

Professor Angela Hildyard, Vice-President Human Resources, already has as part of the duties of her portfolio, responsibility for facilitating and enhancing our commitment to equity. Her office produces our annual report on employment equity. Last year, she organized an international equity conference as part of our 175th anniversary celebrations. I propose to assign formally leadership for equity initiatives to Professor Angela Hildyard by revising her title to be Vice President, Human Resources and Equity, to reflect this responsibility and to highlight clearly its importance to the University. Specifically, Professor Hildyard will assume responsibility for university-wide leadership in developing equity and diversity programs, implementing recommendations regarding equity and diversity that are encompassed in the White Paper and developed through the planning process, and providing accountability for equity and diversity initiatives. She will, of course, work closely with the Provost's Office and with divisions, departments and units across our three campuses in discharging these responsibilities.

Professor Hildyard and Professor Goel, Deputy Provost, will immediately initiate a review of the University's equity infrastructure across the three campuses. Our intent is to determine if we have in place optimal structures and reporting arrangements to support our objectives, and to consider recommendations which could build on the strengths that have been developed. They would hope to have the review completed by January 2004.

I therefore request that the following motion be approved:

THAT the position of Vice-President, Human Resources be re-named Vice-President, Human Resources and Equity, effective November 1, 2003.