



University of Toronto

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES & EQUITY

TO: University Affairs Board

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AGENDA ITEM: 3

ITEM IDENTIFICATION:

Annual Report of the Equity Officers: July 1, 2005 to June 30, 2006

JURISDICTIONAL INFORMATION:

The University Affairs Board has responsibility for Equity Issues and Initiatives.

PREVIOUS ACTION TAKEN:

N/A

HIGHLIGHTS:

Over the past year, the University has continued to implement the recommendations that resulted from the Equity Infrastructure Review. In particular, the Statement of Equity, Diversity and Excellence, unanimously passed at the meeting of Governing Council, December 14, 2006, highlights the University's breadth of commitment. The passage of the Statement through governance provided numerous opportunities for colleagues to reflect upon the role that each member of our community must play in the creation and maintenance of an equitable community that is respectful of all its members.

This year marks a change in how equity initiatives are reported to the University Affairs Board. In the past, equity officers have submitted separate reports for each office; this

year, a single report both highlights the accomplishments and objectives of each office and demonstrates the comprehensive work of the offices as a whole.

This format reflects the greater cohesion and integration of the University's equity vision and of equity initiatives under the auspices of the Vice President Human Resources and Equity in conjunction with the Vice Provosts Students and Academic. Issues and initiatives related to equity often do not fall solely under the auspices of one office, and so accordingly, the offices frequently work on a collaborative basis. As much as the University is more than its individual departments, our equity offices as a whole offer more than the sum of each part. The breadth of expertise in addressing equity concerns represents exemplary practice in creating a welcoming and inclusive community.

In addition to the development of the Statement on Equity, Diversity and Excellence, highlights for 2005-2006 include a communications strategy to increase the breadth and depth of coverage of equity issues in University publications, the completion of the employment equity census with the message of "EQUITY. We need you in it", and the "Sounds of Change", a joint initiative of academic, administrative, student-focused and equity offices on the International Day for the Elimination of Racial Discrimination.

In terms of goals for 2006-2007, each of the Officers has outlined key objectives. In addition, the role of the Vice-President, Human Resources and Equity and the Special Advisor on Equity Issues will be to continue to focus on initiatives that benefit from a multifaceted approach. These include coordinating activities across the individual equity offices to increase collaborative work, reviewing the processes currently used to address complaints forwarded to the equity offices, and implementing a communication strategy to support and encourage equity and excellence at the University.

Finally, we wish to emphasize that although this report is comprehensive, it does not capture all the initiatives undertaken at the University, in particular initiatives for which separate reports are submitted to governance (Employment Equity Report; Ontarians with Disabilities Act Report; Report of the Vice-Provost Students on Student Financial Aid). In addition, this report does not capture the myriad of activities in support of equity that are initiated and carried out through Divisions and Departments.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

N/A

RECOMMENDATION:

It is recommended that the University Affairs Board receives the Annual Report of the Equity Officers: July 1, 2005 to June 30, 2006.