



University of Toronto

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES & EQUITY

TO: University Affairs Board

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DATE: October 31, 2006 for November 7, 2006

AGENDA ITEM: 3

ITEM IDENTIFICATION:
Statement on Equity, Diversity and Excellence

JURISDICTIONAL INFORMATION:

The University Affairs Board is responsible for “Equity issues and initiatives” (Terms of Reference, Section 5). The *Statement* is being recommended to the Governing Council for approval.

PREVIOUS ACTION TAKEN:

Over the course of the past year, in accordance with a key recommendation of the Equity Infrastructure Review, a Working Group of the Equity Advisory Board, consisting of students, staff and faculty, developed a statement on equity. The Special Advisor on Equity Issues (Connie Guberman), Legal Counsel (Julie McAlpine Jeffries) and I facilitated the deliberations of the Working Group. The resulting *Statement on Equity, Diversity and Human Rights* was recommended for approval by UAB at its May 30, 2006 meeting. However, as the proposed *Statement* proceeded through Governance, it became clear that further consultation was required. The *Statement* was therefore withdrawn from the 2005-06 governance cycle to enable that additional consultation to occur.

Over the past several months, consultation with the President, Vice-Presidents, Principals, Deans, Academic Directors, Chairs, and the Equity Advisory Board has occurred. This has resulted in a new statement that more clearly reflects the University’s ongoing commitment to equity, diversity and excellence. The *Statement* has also benefited from discussion at Academic Board.

HIGHLIGHTS:

The *Statement on Equity, Diversity and Excellence* has been crafted to reflect the University’s ongoing commitment to issues of equity and diversity within a context of excellence. It incorporates principles articulated in *Stepping Up*, as well as in a number of statements issued by the President, for example his Installation Address. It is our understanding that this *Statement* is the first within a Canadian context to bring together equity, diversity **and** excellence.

The *Statement* does not replace any existing statements or policies.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

N/A

RECOMMENDATION:

It is recommended that the University Affairs Board recommend to Governing Council

THAT the *Statement on Equity, Diversity and Excellence* be approved.