



University of Toronto

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES & EQUITY

TO: University Affairs Board

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AGENDA ITEM: 5

ITEM IDENTIFICATION:

Annual Report of the Equity Officers: July 1, 2006 to December 31, 2007

JURISDICTIONAL INFORMATION:

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

PREVIOUS ACTION TAKEN:

N/A

HIGHLIGHTS:

The Statement of Equity, Diversity and Excellence was unanimously approved at the Governing Council meeting in December 2006, and over the past year the values reflected in the Statement have been put into practice across the University.

The 2006-2007 report covers the eighteen-month period from July 1, 2006 –December 31, 2007. In future the report will reflect the calendar year as do the other reports from the portfolio of the Vice-President, Human Resources & Equity.

The 2006-2007 Annual Report of the Equity Officers is the second year that a single report both highlights accomplishments and objectives of each equity 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 and highlights the increase in collaborative work among equity offices and jointly with a

wide range of divisions and units. Key initiatives within faculties related to equity, diversity and inclusion are noted in the report.

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 approval of the Statement on Equity, Diversity and Excellence, highlights for 2006-2007 include an increase in initiatives and partnerships to enhance awareness of equity-related policies and their implementation, an emphasis on building capacity to address differences in cultural values, and a renewed communication strategy that supported a key message of the Statement, “EQ ITY. It includes YOU”.

In terms of goals for 2008, 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 and within divisions and units, implementing the recommendations related to equity and diversity as identified in the analysis of the Speaking UP employee experience survey, and expanding the communication strategy to enhance the understanding of 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, while this report does highlight key initiatives within faculties, it does not capture all 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, 2006 to December 31, 2007