



# University of Toronto

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OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES AND EQUITY

TO: University Affairs Board

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AGENDA ITEM: 4

## **ITEM IDENTIFICATION:**

2008 Annual Report of Equity, Diversity, and Excellence

## **JURISDICTIONAL INFORMATION:**

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

## **PREVIOUS ACTION TAKEN:**

N/A

## **HIGHLIGHTS:**

The 2008 report of equity activities and initiatives hosts a new title and format that reflect the breadth and scope of values in the University's "Statement of Equity, Diversity, and Excellence".

The "2008 Annual Report of Equity, Diversity, and Excellence" is a consolidation of the work and achievements of the Equity Offices in partnerships with central and divisional offices across all three campuses. The highlighted critical issues that affect students, staff and faculty include those that are new and ongoing in 2008. Ten issues are noted in the Report, including an increase in reported mental health concerns, initiatives toward cyber safety, a coordinated response to sexual identity, increased support to family-related concerns, a focus on 'transitions' for students with disabilities, and enhanced awareness of equity resources.

Other highlights of 2008 include: The University recognized as one of the top twenty-five of Canada's Best Diversity Employers in recognition of the exceptional workplace diversity and inclusiveness programs offered; the establishment of the Equity Network – a collaborative partnership of Equity Officers and representatives from Faculties,

Colleges and divisions across the University; and the multi-stakeholder participation in the Convergence on Mental Health in the Workplace.

The Report also includes key accomplishments in 2008 for each of the equity offices. Many of the Equity Offices have posted a more detailed description of their activities on their individual websites.

In the past, reports have covered the fiscal year, but the 2008 Report reflects the calendar year from January 1, 2008-December 31, 2008, as do other reports from the portfolio of the Vice-President, Human Resources & Equity.

Also new in 2008 is that the Report is part of the “Annual Report of the Vice-President, Human Resources and Equity”. This change captures the breadth of responsibilities of the portfolio in one annual report, and reflects that the Vice-President, Human Resources and Equity is, ultimately, responsible for the carriage of the Statement for governance purposes.

Finally, we wish to emphasize that while 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; Accessibility for Ontarians with Disabilities Act (AODA) Plan). In addition, while this report does note some initiatives within faculties, it does not capture all the myriad of activities in support of equity and diversity 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 2008 Annual Report of Equity, Diversity, and Excellence