



TO: University Affairs Board

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DATE: April 13 for April 20, 2010

AGENDA ITEM: 4

ITEM IDENTIFICATION:

2009 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 “2009 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, from January 1 - December 31, 2009.

The Report is part of the Annual Report of the Vice-President, Human Resources and Equity.

The work of the Equity Offices to create a vibrant and welcoming community, to enhance awareness of the University’s values of equity and diversity, and to identify and address concerns and needs as they arise, is incorporated throughout the Report. Key accomplishments are noted, including the development of new approaches to communication about equity, the breadth of initiatives to ensure the consistent application and effective implementation of policies, changes toward greater gender equity, and a greater awareness of inclusive pedagogy.

Other highlights of 2009 include: The University recognized as one of the top thirty-five of Canada’s Best Diversity Employers in recognition of the exceptional workplace

diversity and inclusiveness programs offered; unprecedented campus-wide engagement to reduce barriers to accessibility; and the creation of the video “University Rhymes With Diversity” for the International Day for the Elimination of Racial Discrimination.

The Report also includes key initiatives undertaken in 2009 by each of the Equity Offices. Many of the Offices have posted a more detailed description of their activities on their individual websites.

We wish to emphasize that while this report is comprehensive, it does not capture all the initiatives undertaken at the University, particularly those for which separate reports are submitted to governance (Employment Equity Report; Accessibility for Ontarians with Disabilities Act (AODA) Plan).

Finally, 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 2009 Annual Report of Equity, Diversity, and Excellence