



TO: University Affairs Board

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AGENDA ITEM: 4

ITEM IDENTIFICATION:

2010 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 “2010 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, 2010.

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

The work of the Equity Offices to enhance awareness of the University’s values of equity, diversity, and inclusiveness, to identify and address concerns and needs as they arise, and to create a vibrant and welcoming community, is incorporated throughout the Report. Key accomplishments are noted, including the distribution of an on-line survey to learn the opinions of students, staff and faculty on a range of equity-focused issues, increased awareness of equity resources and services, the development of innovative programming and materials to reduce attitudinal barriers, initiatives to build community and to welcome new and prospective students and employees.

A significant highlight of 2010 was the recognition of the University as one of the top forty-five of Canada's Best Diversity Employers, awarded for the range of exceptional workplace diversity and inclusiveness programs offered.

The Report also includes key initiatives undertaken in 2010 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; Ontarians with Disabilities Act (ODA) Report).

Finally, while this report does note some initiatives within faculties, it does not capture all the myriad of activities in support of equity, diversity and inclusiveness 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 2010 Annual Report of Equity, Diversity, and Excellence