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DATE: April 5 for April 17, 2012

AGENDA ITEM: 5

ITEM IDENTIFICATION:

2011 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 “2011 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, 2011.

The Report is part of the Annual Report of the Vice-President, Human Resources & 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:

- 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; and,
- community outreach initiatives, including U of T’s United Way Campaign.

A significant highlight of 2011 was the creation of opportunities for people to learn and interact with others around issues of diversity and equity, including the creation of some new roles, programs and spaces designed to encourage our community to engage with equity issues and to help them better understand their own roles and responsibilities.

At the University of Toronto Mississauga (UTM), a new Elder in Residence program was established, while on the St. George Campus, Suzanne L. Stewart was appointed as OISE's Special Advisor to the Dean on Aboriginal Education; Rinaldo Walcott was appointed as OISE's first Special Advisor to the Dean on Equity and Accessibility; Njoki Wane assumed the role of Special Advisor on Status of Women Issues for a three-year term; and Sandra Carnegie-Douglas joined Human Resources & Equity as its new Anti-Racism and Cultural Diversity Officer.

We wish to emphasize that while this report highlights the equity-related activities in 2011, 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 receive the 2011 Annual Report of Equity, Diversity, and Excellence