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DATE: April 15 for April 30, 2013

AGENDA ITEM: 3

ITEM IDENTIFICATION:

2012 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 “2012 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, 2012.

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:

- To facilitate conversation between all Equity Offices and partners at U of T, a new Equity listserv was launched where Equity Officers could promote and collaborate on projects, resources, and events that take place throughout the year.
- 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 the ARCDO's institution-wide communication campaign for International Day for the Elimination of Racial Discrimination (IDERD), and First Nation's House 20th Anniversary.

A significant highlight of 2012 was the emphasis on communications, with a number of Equity offices redesigning or updating their websites in order to provide the University community with better access to information and resources. 2012 also saw many Equity Offices begin adopting social media as a way to connect with students and employees,

The AccessAbility Resource Centre at University of Toronto Mississauga (UTM) created and filled a new Mental Health Advisor position to provide support to students with mental health disabilities. First Nations House on St. George Campus named a new Elder: **Andrew Wesley** from Fort Albany. **Cat Criger**, the Traditional Teacher at UTM for the past two years, is now supporting UTSC and OISE/UT. **Allison Burgess** joined Human Resources & Equity as the new Sexual & Gender Diversity Officer in March, 2012.

We wish to emphasize that while this report highlights the equity-related activities in 2012, 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 2012 Annual Report of Equity, Diversity, and Excellence