



University of Toronto

OFFICE OF THE VICE-PRESIDENT, HUMAN RESOURCES & EQUITY

TO: University Affairs Board

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AGENDA ITEM: 5

ITEM IDENTIFICATION:
Reports from Equity Officers

JURISDICTIONAL INFORMATION:

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

PREVIOUS ACTION TAKEN:

N/A

HIGHLIGHTS:

Over the past year, the University has continued to implement the recommendations that resulted from the Equity Infrastructure Review. Key to these recommendations has been an increased focus on the intersectionality of equity issues – a focus that will be readily apparent from the presentations planned for this meeting of the University Affairs Board.

Specific accomplishments for 2004-05 include the establishment of the broadly based Equity Issues Advisory Board (membership attached) , with a mandate to

Provide advice to Senior Academic Administrators on equity related matters at a policy or project level;
Assist with the promotion of the University's Equity Statement;
Assist in strengthening the relationship between the Equity Statement and Academic Mission of the University;
Assist in strengthening ownership of equity and diversity at every level of the University.

The Board has established a number of working groups to address such issues as complaint procedures, the development of a plan to create a pool of trained individuals willing to engage in informal dispute resolution, and the development of an Equity Statement.

In order to ensure progress on these issues and, in particular, to capitalize upon the synergy resulting from our wealth of equity and diversity expertise within the University, a Special Advisor on Equity Issues was appointed earlier this year (Professor Guberman). Professor Guberman works closely with the Offices of the Vice President, Human Resources & Equity, the Vice-Provost Students and the Vice-Provost Academic. Special Advisors to the vice-President and Principal at UTSC have also been appointed.

A review of the Race Relations and Anti Racism Office was conducted during the year and we are currently working through the various recommendations (as outlined in the Report from that office). The University has, however, already agreed to revise the name of the Office, to Anti-Racism and Cultural Diversity and we have appointed a new Anti Racism Officer.

In terms of goals for 2005-06, each of the Officers has outlined key objectives. In addition, my role will be to continue to focus on initiatives that benefit from a multifaceted approach. Finally, I would like to note that it is my expectation that the 2005-06 Equity Report to the University Affairs Board will be a consolidated report that will better enable us to identify the overall impact of equity and diversity initiatives.

FINANCIAL AND/OR PLANNING IMPLICATIONS:

N/A

RECOMMENDATION:

It is recommended that the University Affairs Board receive the Equity Officers' reports for 2004-05.