



# University of Toronto

VICE-PRESIDENT, HUMAN RESOURCES AND EQUITY

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TO: Business Board

FROM: Professor Angela Hildyard

DATE: April 9, 2009 for April 27, 2009

AGENDA ITEM: 5(a)

## ITEM IDENTIFICATION:

### Human Resources and Equity Annual Report, 2008

## JURISDICTIONAL INFORMATION:

The Business Board is responsible for approving and monitoring employment policy (for administrative staff), benefit programs and terms and conditions of employment. The Business Board is also responsible for reviewing an annual report on environmental health and safety and for ensuring that the University is in compliance with the Occupational Health and Safety Act.

## PREVIOUS ACTION TAKEN:

This is an annual report.

## OVERVIEW:

The Human Resources & Equity portfolio partners with all divisions on all campuses of the University to

- ❖ Attract, retain and engage outstanding, dedicated staff
- ❖ Promote a community that is equitable, diverse and inclusive
- ❖ Promote a safe and healthy teaching, learning and working environment
- ❖ Ensure that employees are provided with the opportunity to develop to their fullest potential

This report highlights activities in which we have engaged over the past year. This year the report has three sections:

***Human Resources*** describes key accomplishments, centrally and divisionally, in the broad areas of employee relations and the employee experience.

***Environmental Health & Safety*** describes the multitude of activities we undertake to ensure the protection of faculty, staff and students working in our research labs, to protect the environment, and to ensure the health and wellbeing of our community.

*Equity & Diversity* outlines the many initiatives that support and enhance this university's commitment to equity, diversity and excellence. 2008 marks the first year that we have included a detailed report on equity initiatives within the Human Resources & Equity Annual Report. This reflects our strategy of incorporating equity and diversity into every aspect of HR.

**FINANCIAL AND/OR PLANNING IMPLICATIONS:**

None

**RECOMMENDATION:**

This report is for information