

**JOINT SENATE-BOARD COMMITTEE ON EQUITY
ANNUAL REPORT TO SENATE AND THE BOARD OF GOVERNORS
2007-2008**

(submitted by Professor William Foster, Chair)

MEMBERSHIP

The members of the JSBCE for 2007–08 were:

Chair: Professor William Foster, Associate Provost (as Provost's delegate)
Director of the Office for Students with Disabilities: Dr. Joan Wolforth
Executive-Director of the Department of Human Resources: Mr. Robert Savoie
(replaced by Mrs. Lynne Gervais, Associate Vice-Principal Human Resources as
of January 2007)

Coordinator of the First Peoples House: Ms. Waneek Miller

Chairs of Subcommittees:

Subcommittee on First Peoples: Professor Michael Doxtater
Subcommittee on Persons with Disabilities: Professor Gregory Reid
Subcommittee on Queer Persons: Mr. Gregg Blachford
Subcommittee on Race and Ethnic Relations: TBC
Subcommittee on Women: Professor Abby Lippman

Staff Representatives:

Representative of the academic community appointed by Senate: Professor
Elaine Weiner

Representative of the non-academic community appointed by Senate: Ms. Lydia
Martone

Board of Governors Representative:

Representative of the Board of Governors: Mrs. Roshi Chadha

Student Representatives:

Representing undergraduate students: Ms. Kate Saunders-Hastings
Representing graduate students: Ms. Allison Gonsalves
Representing students at the Macdonald Campus: Ms. Elisabeth Hodgdon
Representing Continuing Education Students: Mr. Daniel Oong

Secretary:

Ms. Diana Dutton, Director, Academic Personnel Office
Ms. Anne-Marie Bruneau, Senior Human Resources Professional, (started
February 2008) Academic Personnel Office

Resource Person:

Ms. Veronica Amberg, Director, Social Equity & Diversity Office

MANDATE

The mandate of the Committee is to:

recommend University policy regarding under-represented groups, including
women, visible minorities, aboriginal peoples, and persons with disabilities. To
this end it shall review the recruitment and status of the under-represented
groups at the University and recommend ameliorations to Senate and the Board
of Governors.

MEETINGS

The Joint Senate-Board Committee met four times (on September 26 and November 30 2007, and March 13 and April 22, 2008).

ACTIVITIES AND ACCOMPLISHMENTS

During the 2007-08 year the Committee undertook the following activities:

- Reviewed the mandate and membership of the Committee and its subcommittees and proposed rules of procedure to guide their operation.
- Continued to explore ways of obtaining the data required to more effectively assess diversity in the various sectors of the University community to allow it to better fulfill its mandate. (It is hoped that diversity data relating to all sectors of University employees will soon be available.)
- Provided input to a diversity survey to be conducted by the Office of the Deputy Provost (Student Life & Learning) of student members of the University community.
- Completed a new educational equity and diversity video to be used in the orientation of all sectors of the University community (to be launched in the fall of 2008).
- Continued to work closely with the Social Equity and Diversity Education Office on a number of diversity initiatives.

SUBCOMMITTEE REPORTS

The reports of all subcommittees (apart from that on Race and Ethnic Relations) are attached hereto – see Appendices. Unfortunately, the Subcommittee on Race and Ethnic Relations has not yet been re-established.

JSBCE CHALLENGES, PLANS AND PRIORITIES FOR 2008-2009

Senate requests its "ad hoc" and standing committees to prepare, by November 1 of each year, a brief statement of the problems, plans, and priorities with which the committee proposes to engage during the coming academic year; that the University Secretariat distribute all these statements to members of Senate and to the chairs of all Senate committees; that the Steering Committee recommend a procedure by which Senate may receive and consider these statements.

The JSBCE's mandate is to "recommend University policy regarding under-represented groups, including women, visible minorities, aboriginal peoples, and persons with disabilities. To this end it shall review the recruitment and status of the under-represented groups at the University and recommend ameliorations to Senate and the Board of Governors."

Therefore, the Committee's plans and priorities for the forthcoming year are:

1. to report to Senate and the Board through Human Resources on the employment of members of under-represented groups as soon as the relevant data are available;
2. to continue to explore ways in which the Committee can better identify the concerns of the groups represented on the Committee, to enable it to make better informed policy recommendations;

3. to explore ways in which the Policy on Employment Equity can be more effectively implemented;
4. to re-establish the Subcommittee on Race and Ethnic Relations;
5. to conclude the review of the mandates, composition, and effectiveness of the Committee and its subcommittees that has been requested of all Senate committees.

APPENDICES

- Appendix I: Report of the Subcommittee on First Peoples
Appendix II: Report of the Subcommittee on Persons with Disabilities
Appendix III: Report of the Subcommittee on Queer People
Appendix IV: Report of the Subcommittee on Women