

Council on Employment Equity through Affirmative Action
DPMG Member Report
2015-16

The Council on Employment Equity through Affirmative Action has shifted from being a largely inactive committee to one that is meeting regularly and working through several substantive issues. During the past year, the Council:

- Updated the Council's guidelines (attached).
- Added a new position for an individual representing the equity-seeking group Sexual Orientation/Gender Identity.
- Provided feedback on the self-identification survey developed to meet both the Federal Contractor's Program and Dalhousie's internal interests for employment equity.
- Actively participated in the Self-Identification campaign by encouraging others to complete the survey and being available to answer questions as needed.
- Reviewed initial data from the self-identification census.
- Provided input into the focus-group process for identifying barriers to recruiting and retaining equity-seeking groups.
- Participated in specific meetings presenting the self-identification data (e.g., meeting presenting data to DPMG leadership, meetings with various Deans/unit heads).
- Reviewed the employment equity goals being identified for each unit.
- Identified the need to update the university's Employment Equity Policy and started that process.

The Council has benefitted from Anne-Marie Delorey's leadership during her time with the Human Rights, Equity, and Harassment Prevention office.

Respectfully submitted,

Dr. Keltie Jones
DPMG Representative to CEEAA