

**Employment Equity Council  
DPMG Member Report  
2016-17**

The Employment Equity Council met regularly during the past year. Arig al Shaibah assumed the role of Chair for the Council as the acting director of the re-organized Human Rights and Equity Services office. Over the past year, the Council:

- Revised the Employment Equity Policy through a working group (I served as a member of the group). This policy had not been updated since the 1990's, so this was a significant accomplishment for the Council.
- Provided input on the Director System Equity Initiatives job description and helped promote the posting. This position was not filled, and the Provost and Vice-Provost are exploring options for completing the staffing of the HRES office.
- Finalized the Council terms of reference, which changed the name from "Council on Employment Equity through Affirmative Action" to "Employment Equity Council."
- Actively participated in the Self-Identification campaign by encouraging others to complete the survey and being available to answer questions as needed.
- Reviewed university employment equity data developed from the self-identification census.

Respectfully submitted,

Dr. Keltie Jones

DPMG Representative to Employment Equity Council