

Employment Equity Council**DPMG Year-End Member Report 2020-21**

As I conclude my 2-year term, I submit my final report on behalf of the DPMG.

The Employment Equity Council undertook and accomplished significant, meaningful work including supporting both the release of Dalhousie's Community Equity Data Report and the launch of an employment systems review. Through the employment systems review, the Council seeks to better understand the needs and experiences of faculty and staff in relation to equity and inclusion, in all aspects of employment at Dalhousie.

Over the past year, the following milestones were achieved:

- The Council reviewed university employment equity data developed from the self-identification census. As part of Dalhousie's Diversity & Inclusiveness Strategy, the data has been presented to many stakeholders for both information and response.
- The Council reviewed and provided feedback on the Community Equity Report for 2019 which was released on January 12, 2021.
- The Community Equity Data Report can be found here:
<https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/hres/AnnualReport/Dalhousie-Community-Equity-Data-Report-2019.pdf>
- The Employment Systems Review (ESR) launched. Consultations took place with various members of the Dalhousie community including but not limited to student employees, LGBTQ2S+ staff and faculty, racialized faculty and staff.
- The first phase of the ESR is now complete. The second phase includes an analysis and application of data to facilitate the development of an employment equity plan.
- More information about the ESR can be found here:
<https://dalu.sharepoint.com/sites/mydal/dc/hr/SitePages/Employment%20Systems%20Review.aspx>

It has been a pleasure serving on behalf of the DPMG.

Respectfully submitted,

Quenta Adams

DPMG Representative, Employment Equity Council

June 10, 2021