



REPORT TO THE BOARD OF GOVERNORS – February 10, 2023

From: Peter Caldwell - Chair, Board Governance and Nominating Committee

Subject: Board of Governors Equity, Diversity and Inclusion Annual Report

Lakehead University's Board of Governors is committed to fostering and supporting Equity, Diversity and Inclusion (EDI) at the University.

[The Board of Governor's Equity, Diversity and Inclusion Policy](#) states that;

Board Recruitment & Composition

The Board will pursue recruitment strategies that enable it to broaden the EDI of the Board of Governors and ensure that the Board reflects the communities the University serves.

The Board commits to the Government of Canada's 50 – 30 Challenge, a pledge aiming to promote action toward diversity on boards. As part of the pledge, the Board makes two aspirational commitments:

- 1. Gender parity (50% women and/or non-binary people); and*
- 2. Significant representation (30%) of equity-deserving groups, including*
 - Indigenous Peoples;*
 - Racialized, Black, and/or People of Colour;*
 - People with disabilities, including invisible and episodic disabilities; and*
 - 2SLGBTQ+ (Two Spirit, Lesbian, Gay, Bisexual, Trans, and Queer people) and/or gender and sexually diverse individuals.*

A voluntary self-identification survey is circulated annually and reported to the Board of Governors to ensure progress toward diversity and inclusion remains on course

I am pleased to report that the Board's composition currently exceeds the commitments outlined in the Government of Canada's 50-30 Challenge. The results of this year's survey reflect 63% gender parity and 56% significant representation of equity-deserving groups.