



Humber College AODA Committee Minutes

February 13, 2024, 10:00 a.m. to 11:00 a.m.

Microsoft Teams

In Attendance	Regrets
Aman Lobana (AL)	Affaf Zahid (AZ)
Anam Ahmad (AA)	Alicia Ramkissoon (AR)
Carina Enriquez- Cunanan (CEC)	Ann Swindra (AS)
David Widmann (DW)	Bernie Monette (BM)
David Yen (DY)	Caroline Samrah (CS)
Denzil Desouza (DD)	Chiara Filicetti (CF)
Emelia Maceasik (EM)	Desta McCalla (dc)
Eva Ponce (EP)	Katarina Mebaoudj (KM)
Hareem Quadri (HQ)	Katelyn Bilenduke (KB)
Hiren Patel (HP)	Kathy Branton (KBr)
James Morgan (DM)	Lynn VanLieshout (LV)
Jason Rouatt (JR)	Lauren Abela (LA)
Kathryn Edgett-Emirzian (KEE)	Linda Osare (LO)
Lindsay Van Dekerkhove (LVD)	Sonia Thakur (ST)
Marvia Grandison (MG)	
Melany Palacios-Naranjo (MPN)	
Natalie Bergstrom (NB)	
Nicole Novia (NN)	
Patricia Dibona (PD)	
Paul Cross (PC)	
Simranjeet Singh (SS)	
Stephanie Maggs (SM)	
Thi Thanh Truc Le (TTTL)	
Tuhin Giri (TG)	
Vishal Ramawad (VR)	

Items	Notes
Welcome & Land Acknowledgement	<p>Introductions</p> <p>KEE conducted land acknowledgement</p> <p>KEE talked about Black History Month, specifically the intersectionality between Black civil rights movements and disability rights movements.</p>

	<p>KEE shared the following links in chat for more information</p> <ul style="list-style-type: none"> • https://www.nilp.org/black-history-month-and-the-disability-rights-movement/ • https://www.thecanadianencyclopedia.ca/en/article/bromley-Armstrong • https://hollandbloorview.ca/stories-news-events/BLOOM-Blog/canada-disability-researcher-says-racism-very-polite • https://www.youtube.com/watch?v=MuzazzTxDnxo&list=PLZyHgPIPd0vXPUW1Mlf-EGxylonjkWRn0 • https://asecommunityfoundation.com/ourstory
<p>Introductions</p>	<p>Members introduced themselves</p>
<p>Accessibility Development s or Barriers</p>	<p>DY shared that the LRC main floor all gender accessibility washrooms can be manually opened from the outside. DY said they are working on fixing the issue and will ensure signage for redirection to the next available accessibility washroom is posted.</p> <p>PC shared concerns with the terminology in Blackboard such as the term "Visible to students." PC proposed "Available to students" would be more AODA compliant. PC stated concerns regarding terminology have previously been sent to Innovative Learning.</p> <p>DD shared concerns with accessibility in the science labs and highlighted a gap where technicians may not be aware of accommodation plans pertaining to students in the class. DD also raised concern with the Run-Hide-Defend protocol not being accessibility friendly. DY stated that Humber staff should take responsibility to ensure learners are supported during this protocol. DY propose to make the Run-Hide-Defend protocol more accessible by including braille on the poster and stated that he will be bringing it to the attention of the individual/ department responsible for making the poster.</p> <p>DW shared the following link for a free online Accessible Design and Media course: https://mediaarts.humber.ca/accessiblemedia/making-accessible-media.html</p> <p>TG shared that the Centres for Innovation decided that accessibility and inclusion would be a mandatory requirement in all the projects.</p> <p>Question was asked about what was done with this information. KEE explained for things that needed additional action there were options depending on issue:</p> <ul style="list-style-type: none"> • Can offer support, suggestions, ideas on how to address the concern

	<ul style="list-style-type: none"> • A working committee can be formed to address the concern. • The committee can write a letter outlining the concerns with proposed solutions. • A formal investigation can be conducted if the concerns are not addressed to assess if there was a violation of Humber's Human Rights & Harassment policy <p>EP proposed to have a member from facilities on the AODA committee.</p> <p>KEE stated she will reach out to see if a member from Innovative Learning can join the AODA committee.</p> <p>DY spoke about the Pre-Meeting and Event Accessibility Checklist he worked on with NB. NB stated that if any committee member wanted to share their opinions or help edit their proposed document, to reach out to either NB or DY</p> <p>KEE shared that an individual will be hired to fill the AODA position. This individual will be responsible for leading the AODA committee, recommending and implementing ideas of accessibility, and etc.</p>
Pre-Meeting and Event Accessibility Checklist	<p>DY spoke about the Pre-Meeting and Event Accessibility Checklist he worked on with NB. NB stated that if any committee member wanted to share their opinions or help edit their proposed document, to reach out to either NB or DY</p>
Invisible Disabilities Awareness	<p>Discussion about how to measure increased awareness. What metrics will we use? What types of guidelines, resources can we create?</p> <p>Members will come with ideas to next meeting. KEE to do some research- what are other institutions doing?</p>
Next Meeting Agenda and check out	<p>If anyone is interested in taking lead on a focus area, please email KEE.</p> <p>Our next meeting is March 12, 10:00 a.m. KEE will send a survey to confirm the best meeting time after this meeting series.</p>