



Centre for Human Rights, Equity & Diversity | HR Services

ANNUAL REPORT 2011 • 2012

EXCELLENCE RESPECT
LEARNER FOCUS
INNOVATION

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Farewell Message from John Davies

Humber College has a long history of promoting human rights, equity and inclusion both on and off its campuses. The College developed its first Human Rights Policy in 1995 and made significant revisions in 2008 and 2012 to align it with the rapidly changing human rights environment in Ontario.

I am pleased to have been instrumental in the evolution of the Human Rights & Diversity program in HR Services into the Centre for Human Rights, Equity & Diversity under the leadership of Nancy Simms. Humber complies with the Ontario Human Rights Code (1962), but more than that, the College is truly committed to its values of respect, excellence, learner focus, and innovation. These values are embedded in the College's ongoing endeavours to ensure full inclusion by respecting the fundamental human rights of our constituents.

The legacy of a strong Human Rights program, such as the one existing at Humber, must be protected and continue to be advanced in order for the Postsecondary sector to truly "create" an effective global citizenry. I leave you with the words of Mr. Nelson Mandela, Former President of South Africa, "Education is the most powerful weapon which you can use to change the world." To the Humber community, I urge you to press forward in your efforts to build a fully inclusive college.

Yours sincerely,

John Davies



Message from the Associate Vice President Human Resources, HR Services

Humber continues to hold a significant leadership role in the promotion of human rights and inclusion throughout the Postsecondary sector. This accomplishment is no small feat, and is made possible by the steadfast commitment to diversity and inclusion demonstrated by the College's senior management, employees and students.

The 2011/2012 academic year was an exciting and rewarding year for the Centre for Human Rights, Equity & Diversity [the Centre]. The Centre met and exceeded all its strategic priorities. Beginning in the summer of 2008, Humber has worked with its community to revamp the human rights complaint resolution process. This initiative started with a revision of our Human Rights Policy, making it easier to use, and reflective of the need for protections against psychological harassment in the learning and working environment. We've also embarked upon a robust, outcome-based, prevention education strategy designed to equip all employees with increased awareness of their rights and responsibilities pursuant to Humber's Human Rights Policy.

In concert with this focus on human rights training, the Centre's staff have been more involved in AODA (2005) compliance activities, human rights research and the creation of human rights resources reflective of the Postsecondary sector. Most notably, the Centre staff has engaged in more collaborative initiatives with other Postsecondary institutions to develop systematic approaches to the prevention of human rights violations and the advancement of inclusion. This year, Humber accepted an invitation to join the Board of Directors of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE). No doubt, there is much for Humber to share and learn alongside our peers as the evolution of our Human Rights program continues.

Do join the Centre for Human Rights, Equity, & Diversity as we continue to work to build a stronger Humber, a stronger Ontario and a stronger Canada.

Yours sincerely,

Deb McCarthy

2011/2012: A Year of Transition for the Human Rights & Diversity Program in HR Services

HR Service's Human Rights & Diversity program broke new ground in the advancement of equity and inclusion at Humber. With the magnitude, complexity and explosion of diversity in the Postsecondary sector, Humber aimed to rededicate itself to equity and inclusion as both practical and ethical imperatives. While this increase calls for a broader base of services to meet the changing needs of existing students and employees, it also requires a dedicated focus on long-term equity strategies that aim to create substantive and lasting enhancements to the culture and values of the Humber College community. In February 2012, with strong critical support from senior management, the Human Rights & Diversity program was restructured and transformed into the new Centre for Human Rights, Equity & Diversity. Over the 2011/2012 academic year, the Centre focused on three strategic priorities: Employment Equity, Early Intervention into Human Rights Related Complaints, and Human Rights Education and Training.

Employment Equity

Beginning in 2006, the Human Rights & Diversity team laid the foundation for a review of the College's achievements in creating a representative workforce. Over the past three years, the Human Rights & Diversity program engaged the College community in dialogue about the vision of an Employment Equity Program. In 2009/2010, the Centre held *Pathways to Employment*, an Employment Open House, where we saw the increased desire from the GTA community to gain employment at Humber. In 2010/2011, the Centre published *Passing the Torch: Meeting with Humber's Remarkable Women*, a trailblazing anthology in which we documented the College's female leaders' opinions on how to advance Employment Equity at Humber. This academic year, the Centre reviewed and revised the Employment Equity Questionnaire to include a question on Sexual Orientation and widened the scope of the questionnaire to include non-full-time employees. Access to current, accurate employment equity data will allow the Centre to assist in the development of the College's recruitment priorities and to identify the resources needed to increase and sustain a more representative workforce.

Early Intervention

The Centre is mandated to assist the College in maintaining a harassment and discrimination-free environment by investigating and resolving human rights complaints. This year, the Centre focused on earlier intervention into human rights related complaints, resulting in more investigations this year than last year. This is a good news story! This robust early intervention process resulted in zero new applications to the Human Rights Tribunal of Ontario for the 2011/2012 academic year. Complaints were resolved at the informal stage, restoration was quicker, and the impact on those involved lessened.

Education and Training

One of the key principles of anti-discrimination work is that discrimination is learned and can therefore be unlearned. Thus, *Scientia Potentia Est*, "knowledge is power", is one of the Centre's most significant mottos. To that end, the Centre increased its capacity to deliver training, providing sessions for approximately 1100 employees on Humber's Human Rights Policy and the legislated AODA (2005) Customer Service Standard. Over 1060 students participated in Sexual Assault Prevention training. Requests for custom designed trainings on psychological harassment and bullying prevention increased and in response, the Centre developed training sessions on these topics.

The Centre also engaged in its own professional development, and played a pivotal role at "Walking the Talk, Human Rights in Higher Education" this year's annual conference of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education. Deb McCarthy, Associate Vice President Human Resources, delivered the opening remarks and Humber was recognized for its strong leadership in the area of its human rights work and education.

"Not everything that is faced can be changed. But nothing can be changed until it is faced"

- James Baldwin

American novelist, essayist, playwright, poet, and social critic



Meeting the Strategic Priorities of the 2011/2012 Academic Year

Priority 1: Increase Visibility of the Centre for Human Rights, Equity & Diversity | HR Services

Overall, the Centre's top priority is to ensure that the College Community is aware that it exists; and to know that there is an internal body at the College with the capacity to resolve human rights violations. To accomplish this priority, the Centre implemented several objectives, the hallmark of which was the revision and enhancement of the online Human Rights Toolkit. To this end, the Centre added five Fact Sheets on current human rights topics including *Guidelines on Accessible Education: Creating a Welcoming Environment*. Continuing its efforts to encourage students to access the Centre when human rights issues arise, the Centre distributed over 5000 human rights contact cards to students; expanded its efforts to increase awareness of human rights training offered throughout the academic year and offered a greater number of presentations through the Human Rights & Diversity Speaker Series. Most notable were the following topics, *Talking Back to MacLeans: The Effects of Racial Stereotypes on Students; Enhancing Inclusion for Women, Students and Employees with Disabilities;* and *Walking the Talk: Conversations on Employment Equity*. The following are highlights of evaluation feedback provided by attendees at the session on Employment Equity:

"This presentation has encouraged me to think about how I can support the diverse hires in my school."

"Rather than thinking about how diverse Humber already is, it is important to pay attention to the things we are not doing that could further increase diversity at the College."

Priority 2: Strengthen the Infrastructure of Humber's Diversity Committee to Support Equity and Inclusion programs

The Humber Diversity Committee is a forum for Humber employees and students to directly participate in the College's efforts to advance equity. A strong and effective Committee helps the College anticipate and respond to trends and maximize opportunities to engage employees and students. To realize this priority, the Centre's staff fortified the work and visibility of the Committee. In so doing, along with the Support Staff Union, the Centre launched a recruitment strategy that resulted in the addition of three new members to the Committee and for the first time a waiting list had to be created for those staff members interested in joining the committee. Additionally, Committee members worked alongside the Centre's staff to review and revise the Employment Equity Questionnaire. Committee members attended several community events including the annual Ontario Black History Society brunch and the Black Business and Professional Association's annual Harry Jerome Awards to enhance Humber's community profile. All Committee members participated in sub-committees to work alongside the Centre's staff in implementing key events and learning galleries throughout the year. In the Committee's annual strategic planning session, Committee members proposed to plan a second Employment Equity Open House to be held in Spring 2013.

Priority 3: Implement Prevention Strategies for Human Rights Violations

Early intervention is a recognized best practice in human rights conflict resolution. Alternative Dispute Resolution (ADR), consisting of informal and formal processes aimed at assisting opposing parties to resolve contentious matters, can reduce the adversarial nature of complex and sensitive issues and accelerate restoration. This year, the Centre identified three key objectives to increase its focus on prevention strategies:

Photo Captions:

- A.** International African Inventors Museum. The International African Inventors Museum teaches people of all nationalities about the contributions that Africans throughout the world have given to society - March 5, 2012
- B.** "Increasing Academic Outcomes for Black Caribbean Students: An Interactive Workshop" facilitated by Dr. Carl James & Njeri Damali Campbell - February 29, 2012
- C.** "Working with Students who are Visually Impaired: An Experiential Workshop" facilitated by Canadian National Institute for the Blind - March 30, 2012

- D.** "Intersectional Experiences of Classism, Racism, Sexism and Homophobia in Postsecondary Education" presentation by Dr. Karleen Pendleton Jiménez - May 11, 2012
- E.** John Mason, Vice President Student & Corporate Services participating in the "Intersectional Experiences of Classism, Racism, Sexism and Homophobia in Postsecondary Education" Speaker Series Presentation - May 11, 2012
- F.** Ahmed Abukar, former Guelph-Humber student and a student representative on the AODA Committee, delivers the closing remarks during the CNIB workshop - March 30, 2012



(Priority 3 con't...)

1. Enhance prevention strategies of Human Rights violations through advertisement of Early Human Rights Intervention;
2. Increase coaching for supervisors and faculty members on responding effectively to human rights issues; and
3. Develop, market and deliver Prevention Education.

Early in the year, key stakeholders were sent information packages that outlined the Centre's focus on early intervention into human rights violations and the development of a robust prevention educational approach to addressing human rights issues. Ongoing announcements in the College Communiqué and increased focus on human rights at New Employee Orientations proved fruitful. The Centre addressed approximately 200 human rights related inquiries and conducted 49 investigations. The Centre's staff facilitated 21 human rights workshops and presented 10 speaker series sessions. Over 850 employees participated in human rights related training, and in collaboration with Humber's Student Success and Engagement, more than 1060 students were provided with Sexual Assault Prevention training.

Priority 4: Lead Compliance for the Accessibility for Ontarians with Disabilities Act (2005)

The two objectives identified to achieve this priority are: To ensure compliance with the Customer Service Standard, and to enhance recognition and increase the profile of AODA (2005) Committee members. The Centre worked with the College community to ensure that all the Emergency Plans, Procedures and Public Safety Information that Humber makes public are available in alternate formats or with appropriate communication supports upon request. Humber's emergency information is located on the Department of Public Safety's website as well as located around campus and is visible in classrooms and communal areas.

The AODA (2005) Employment Standard requires that Humber provide Individual Workplace Emergency Response Information to employees with disabilities. Humber has developed an Individual Workplace Emergency Response Plan Template that guides Managers and employees with disabilities in determining what accommodation needs an employee may require in the event of an emergency.

The Centre ensured compliance with the AODA (2005) Transportation Standard by informing the Humber community that accessible transportation services must be provided upon request. Additionally, the Transportation Training Centre has made and continues to make every effort to increase accessibility in its programs. Accommodations have been made so that individuals with various disabilities have been able to successfully complete transportation training programs. The Centre ensures that all employees have completed the legislated Customer Service Training and works alongside Program Coordinators to enable full compliance. To date, 98% of Humber's full-time employees and 75% of non-full-time employees have completed the Training.

The Centre has worked collaboratively with members of the AODA Committee on events such as International Day of Persons with Disabilities and facilitated the recruitment of two new committee members, one faculty member and a member of Humber's Health and Safety Team.

Priority 5: Augment Employment Equity

A representative workforce is the key to ensuring and maintaining equity at Humber. To fulfill this priority, the Centre focused on the enhancement of Humber's Employment Equity Program. The Employment Equity Questionnaire was changed to reflect the current understanding of the four equity groups, women, people with disabilities, Aboriginal peoples and visible minorities/ racialized peoples as outlined in the Employment Equity Act (1986); and a question on Sexual Orientation was added.

A C K N O W L E D G E M E N T S

The Centre for Human Rights, Equity & Diversity thanks the following members of the Humber community for their contribution to equity and inclusion at the College through their membership in the Committees below.

2011-2012 Humber Diversity Committee

2011-2012 AODA Committee

| | | | |
|----------------------|-----------------|----------------------|---------------|
| Deb McCarthy (Chair) | Byung Oh | Shaun Carson (Chair) | Reilly Condie |
| Tracy Ryder | Mark Vitan | Maureen Carnegie | Khon Ta |
| Sobia Zaman | Shelley Charles | Lora Nasim | Scott Valens |
| Bryan Tran | Caleb Yong | Janet Lising | Heather Snell |
| Vanessa Silaphet | Nancy Simms | Colleen Reinsborough | Nancy Simms |
| Peter Pipiska | Jessica Bowen | Diana Jacobsen | Jodie Glean |
| Endra Sukhai | Jodie Glean | Alessia DiVirgilio | Jessica Bowen |
| | | Ahmed Abukar | Nancy Bryant |
| | | Elisa Astone | |

(Priority 5 con't...)

This year, the Centre set a goal to have all employees complete the revised Employment Equity Questionnaire by December 2012. To acquire a thorough understanding of the composition of Humber's workforce, the scope of the Employment Equity Questionnaire was expanded to include non-full-time employees. Anecdotal accounts of hiring trends in the Postsecondary sector support the finding that members of the Employment Equity designated groups are more likely to join academic institutions through non-full-time positions. Tracking hiring trends in these sectors of Humber staff group will provide critical information on the College's success in supporting, promoting and sustaining a representative workforce at all levels of the organization. To increase access to the Employment Equity Questionnaire, the survey has been digitized and uploaded to the Humber Diversity website.

C O N C L U S I O N

The Centre for Human Rights, Equity & Diversity | HR Services accomplished its Strategic Priorities for the 2011/2012 academic year. This year's successes included a robust approach to human rights training which focused on preventing human rights violations and resulted in significant increases in the number of employees who participated in human rights related workshops and presentations. The Centre promoted its early intervention program, which helped the College prevent the escalation of human rights complaints to the Human Rights Tribunal of Ontario, while reducing time delays, administrative and legal costs for the College. It also supported systemic change by facilitating the restoration process for those directly and indirectly involved in and affected by alleged human rights code violations.

The Centre continues to work in collaboration with a growing number of Humber's departments to increase inclusion. In particular, the Centre is proud of its continued relationship with the Humber Students' Federation (HSF). Collaborative events included December 6th, the National Day Of Remembrance and Action on Violence Against Women and Children. Much was accomplished in the area of compliance with the Accessibility for Ontarians with Disabilities Act (2005) requirements. The College continues to share best practices and knowledge with the Postsecondary sector.

The Centre started the academic year with two new employees, Jodie Glean, Coordinator of Human Rights, Equity & Diversity and Jessica Bowen, AODA Coordinator. Both employees displayed their deep commitment to equity and accessibility throughout the year. Joining a new venture is often daunting, so to Jodie and Jessica, congratulations on a year well spent!

The Path Forward

The 2012/2013 academic year looms gently on the horizon, and as Robert Frost wrote, "There are miles to go before we sleep." Most urgent is the concretization of the Employment Equity Program and the execution of Humber's second Employment Open House. The Centre will continue to deliver retraining to all employees who have not attended Human Rights training since 2008. To assist in the retraining goal, the Centre will complete the first phase of the development of a human rights e-training module, to be piloted during Fall 2012.

The Centre for Human Rights, Equity & Diversity | HR Services moves into a new space during the Summer of 2012 and continues to sharpen its tools in order to meet the challenges of a new academic year with promise and hope. The programs offered by the Centre continue to benefit from the contributions of the entire Humber community. We walk alongside each individual at Humber towards the goal of full inclusion for a stronger College. Spread the word...

Sneak Preview for the 2012 • 2013 Academic Year

2012 • 2013

Human Rights, Equity & Diversity Speaker Series

October 25, 2012

Enhancing the Accessible Learning
Environment: Tools for Inclusivity

Bharat Saini, B.Ed., OCT, M.Ed.

November 20, 2012

Working with Transgendered Students in
the Postsecondary Environment

Will Rowe, M.S.W.

November 27, 2012

Psychological Harassment/
Bullying in the Workplace

Cory Boyd, LL.B.

December 3, 2012

International Day of Persons with Disabilities
2012: Removing Barriers Toward Full Inclusion

Joe Henry, M.Ed.

December 6, 2012

National Day of Remembrance and Action on
Violence Against Women: The Role of Men in
Violence Prevention

Jeff Perera, Program Facilitator, White Ribbon Campaign

January 21 & February 13, 2013

International African Inventors Museum:
Black History is Everyone's History
International African Inventors Museum

February 4, 2013

Black History Month Celebration:
Building on the Strengths of the Past
Zanana Akande, M.Ed.

February 26, 2013

I'm the Man: Deconstructing the Concept
of Masculinity in the African Canadian
Community

John Jennings, PhD

March 8, 2013

International Women's Day Luncheon:
Strong Women, Strong Humber, Strong Canada
Kay Blair, MBA

...more to come

For more information please visit:
hrs.humber.ca/diversity

To register, please email:
nancy.simms@humber.ca