

The Centre works alongside the College community to facilitate Humber's AODA compliance. Compliance requirements for January 1, 2013 included the development of the following documents: Humber's Accessibility Policy, Statement of Commitment to People with Disabilities, Multi-year Accessibility Plan, and Accessibility Awareness Online Training for Humber educators. All documents are located on Humber's Diversity website at <http://hrs.humber.ca/human-rights-equity-diversity.html>. The Centre continues to ensure that all employees have completed the legislated Customer Service Standard Training.

Accessibility Awareness and Education

The Centre's staff worked with the AODA Committee to host events including:

- I. *Enhancing the Accessible Learning Environment: Making Documents More Accessible* featuring Humber's Disability Services
- II. *Enhancing the Accessible Learning Environment: Tools for Inclusivity* featuring Bharat Saini, OCAD University
- III. *International Day of Persons with Disabilities 2012: Removing Barriers toward Full Inclusion* featuring Humber's Disability Services

Additionally, the Centre recruited six new members to the AODA Committee. The Committee is pleased to welcome representation from Humber's Marketing and Communications Department, Humber Students' Federation, University of Guelph-Humber and three Humber students.

In 2013/2014, the Centre will be focusing on ensuring Humber's compliance with the January 1, 2014 requirements under the AODA (2005) pertaining to Information & Communications and Humber's employment practices and procedures.

Priority 3: Enhance Human Rights and Diversity Communication and Visibility

Enhancements in communication and visibility created opportunities for the Centre to extend its reach outside the College's three campuses. This year, for the first time, the Centre joined forces with a local community radio station, G98.7, to produce a live-to-air program commemorating Black History Month. In response to some of the challenges that lie at the root of violence, the program explored the role of educational institutions in increasing opportunities for youth to pursue their educational goals.

The Centre also created additional resources for students and employees on emerging human rights issues. For example, the Centre developed 7 new human rights fact sheets, several of which dealt with the introduction of gender identity and gender expression into the grounds of discrimination enumerated in the Code.

Additionally, the Centre increased its online training options by adding online human rights and AODA training to the newly designed website.

ACKNOWLEDGEMENTS

The Centre for Human Rights, Equity & Diversity gratefully acknowledges Teeter Leinveer, Director, HR Services, for his indomitable commitment to increasing inclusion at Humber.

Teeter, I will always remember your encouraging words - as Gandhi would say -
"In a gentle way, you can shake the world."

- Nancy Simms

We wish you well on your retirement.



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.

2012.2013 Humber Diversity Committee

Deb McCarthy
Avril Carnovale
Caleb Yong
Byung Oh
Peter Pipiska
Mark Vitan

Bhalinder Bedi
Vanessa Silaphet
Shari Walsh
Nancy Simms
Jessica Bowen
Jodie Glean

2012.2013 AODA Committee

Nancy Bryant
Akil Annamunthodo
Shari Walsh
Lora Nasim
Janet Lising
Mike Berg
Diana Jacobsen
Alessia DiVirgilio
Ahmed Abukar
Gianluca Primucci

Nicole Waskul
Makram Ferawana
Olga Lalka
Khon Ta
Scott Valens
Heather Snell
Nancy Simms
Jodie Glean
Jessica Bowen
Vanessa Silaphet

Priority 4: Ensure Timely Complaints Resolution

"Thank you again for your expertise and careful attention to the complex issues raised by this situation."

Humber employee involved in a human rights investigation.

Human rights complaints are challenging to resolve and are much easier to deal with when they are dealt with early. This year, in addition to adding a new investigator position to the staff team, the Centre instituted several improvements to the administration of human rights investigations that led to a more efficient, streamlined process. For example, the Centre now digitally records interview statements prior to transcribing them for inclusion in final reports. As a result, the Centre decreased the time required to prepare statements.

The Centre's early resolution process aligns with the OHRC's objective to remedy human rights violations through education instead of punishing those who violate the Code. Although early resolution of human rights matters may take place in the form of an investigation, the Centre enhances the educational value of the process with the intention to restore the working environment. Employees and students who participate in this process often remark on the teachable moments they encounter; moments that assist them to enhance diversity, equity and inclusion at the College.

CONCLUSION

"At the core, wanting to do the right thing is admirable.

But actually, doing the right thing is ultimately much more important, and often much more challenging."

- Dr. Martin Davidson

The End of Diversity As We Know It

Humber launched its Human Rights Program IHR Services in the early 1990's and the program evolved into the Centre for Human Rights, Equity & Diversity IHR Services. Humber's senior leadership's commitment to inclusion is key to the success of the College's initiatives to increase diversity and inclusion at all levels of the student and employee bodies. To achieve this requires definitive efforts from all of Humber's constituents.

This annual report clearly highlights Humber's commitment to diversity and inclusion and shows its many successes. Humber College has been lauded by the postsecondary sector in Canada for offering 36 human rights awareness trainings over the past academic year and having such an impressive participation of faculty, administrative and support staff. The number of attendees at our Speaker Series and Diversity Events increased by 406%. We met and exceeded our compliance requirements for AODA (2005). Certainly, we can all be proud to be a part of Humber.

The College knows that having a diverse student and employee population is pertinent to its sustainability. The Centre continues to forge new bridges with various communities across the GTA and beyond. We attend numerous community events, both to celebrate with specific communities and to show support during times of grief. This consistent presence of the College in diverse communities strengthens Humber's reputation as a College that cares and invests in people.

With the support of Humber's senior leadership we enter the 2013/2014 academic year with much anticipation of deepening diversity and inclusion at all levels of the College. Our focus over the next academic year will be to enhance the employment equity program in order to expand Humber's competitive edge as a leader in polytechnic education. This means that the College must attract and enable the success of students from diverse communities both locally and globally. We must attract, retain and develop the best talent in the employment market. We must strengthen all constituents of the College in order to enable students, employees and volunteers to exist in all their fullness. In the words of Dr. Martin Davidson, we must continue to leverage diversity. Please join us in this quest.

Sneak Preview for the 2013 • 2014 Academic Year

2013 • 2014
Diversity & Inclusion Dialogues

FALL

September 27, 2013
**The Politics of Becoming Black:
Enhancing the Success of Black Students**
North Campus - 1:00 pm. to 3:00 pm.
Dr. Awad Ibrahim PhD

September 28, 2013
**Not All Black Students Listen to Hip-Hop:
The Politics of Becoming Black**
Lakeshore Campus - 10:00 am. to 12:00 pm.
Dr. Awad Ibrahim PhD

October 22, 2013
**Psychological Harassment/
Bullying in the Workplace**
North Campus - 1:00 pm. to 3:00 pm.
Cory Boyd LL.B

October 31, 2013
**Intersectional Experiences of Classism,
Racism, Sexism and Homophobia**
Lakeshore Campus - 1:00 pm. to 3:00 pm.
Dr. Karlene Pendleton PhD

November 19, 2013
Leveraging Diversity
North Campus - 1:00 pm. to 3:00 pm.
Dr. Martin Davidson PhD

WINTER

January 28, 2014
**Human Rights Implications for the
Postsecondary Environment**
North Campus - 1:00 pm. to 3:00 pm.
Brenda Bowlby LL.B

February 19, 2014
**Working with Trans* Students in the
Postsecondary Sector**
Lakeshore Campus - 1:00 pm. to 3:00 pm.
Will Rowe, M.S.W., PhD candidate

...more to come

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

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



THE CENTRE FOR
HUMAN RIGHTS
EQUITY & DIVERSITY
HR SERVICES

ANNUAL REPORT 2012 • 2013



RESPECT
LEARNER FOCUS
RESPECT
INCLUSION
EXCELLENCE
INNOVATION
SUSTAINABILITY

Inside:

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Message from Vice President Human Resources Deb McCarthy

A Year of Deepening the Roots of Human Rights, Equity and Diversity at Humber
Highlights of 2012.2013 Accomplishments

Sneak Preview: 2013.2014

Written by:

Nancy Simms

Director, Centre for Human Rights, Equity & Diversity



A Word from President Chris Whitaker

Humber is the largest college in Canada. It boasts over 70,000 registrants and approximately 5000 employees. The College houses eight (8) academic schools offering over 150 full-time programs and over 1,400 continuing education courses. Located in Toronto, with a population of 2.79 million people (5.5 million in the GTA - Greater Toronto Area) Humber is situated in one of the most multicultural cities in the world. This growing diversity is reflected in our students and employees.

The College has kept up with this changing landscape and continues to be vibrant: Our students and employees come from all corners of the globe. Their identities span the spectrum of races, ethnicities, sexual orientations, gender identities, religions and abilities. Their identities – chosen, assigned and constructed - shape their unique and varied perspectives, opinions and ideas. Their viewpoints enrich our College and help us to advance our capacity and efforts to meet the needs of our communities.

We all have a role to play to make Humber a diverse, equitable, accessible and respectful institution. This is the kind of College I want to lead and I can tell you that the senior management team and the Board of Governors are deeply committed to ensuring that Humber continues to be a leader in inclusion within the post-secondary sector. Thank you all for your support for the equity and diversity work we do on all of our campuses.

I would like to extend my gratitude and appreciation to the staff of the Centre for Human Rights, Equity & Diversity for placing Humber at the cutting edge of inclusion and equity in the postsecondary sector.

I thank you for your continued effort to move Humber forward to a future of excellence, one which we know requires full equity and inclusion.

Yours sincerely,

Chris Whitaker
President and CEO



The Year-at-a-Glance from the Vice-President Human Resources

Greetings:

This 2012/2013 Annual Report provides an overview of Humber's initiatives to strengthen and deepen its commitment to diversity, equity and inclusion. The Centre for Human Rights, Equity & Diversity, now in its second year as a Centre of Excellence, continues to offer an innovative range of programs and services to nurture equitable teaching, learning and working environments.

While our equity education and work is ongoing, the College can be proud of its achievements along the way. Take a look at the following highlights from this academic year:

- The Centre offered 36 human rights awareness workshops resulting in the training of 874 employees. Humber employees requested more human rights training from the College and the Centre responded.
- The Centre developed and launched an online human rights training module for non-full-time employees. Although in-person human rights training continues to be the best way to offer this type of education, the creation of this online tool creates an accessible and flexible training option for those employees who are not physically at the College on a daily basis.
- A leader in meeting and exceeding the AODA (2005) requirements, the Centre also launched its online mandatory AODA training for educators.
- The exciting programs delivered over this academic year included the International African Inventors Museum Exhibition held at the Lakeshore Campus which drew over 700 viewers and "I'm the Man' Deconstructing the Concept of Masculinity in the African-Canadian Community," presented by Dr. John Jennings, attended by more than 60 employees.
- This year, Humber hosted its second Employment Open House to attract faculty candidates from the four designated groups. Over 170 individuals with MAs and PhDs were added to Humber's applicant pool.

I invite you to review the Annual Report and visit the Centre's revamped website. The 2013/2014 academic year promises to be another successful year for the Centre. So I am asking you - students, faculty, staff, and Alumni - to continue to work toward Humber's vision of increasing diversity, inclusion and equity.

Onwards,

Deb McCarthy

2012/2013: A Year of Deepening the Roots of Human Rights, Equity & Diversity at Humber

The Centre championed its first year as a Centre of Excellence in the area of human rights, equity and inclusion at the postsecondary level. Equity practitioners know that this type of work is ongoing, constantly evolving and pertinent to the sustainability of Canada's success. The Centre continued Humber's tradition in building new bridges to untraveled paths in equity education and action

An Integrated Approach

One such innovation is the dynamic interrelationship between the Centre's Education & Training, Human Rights & Diversity Speaker Series and Early Intervention Program. Humber's flagship human rights training, delivered to all employees, provides an overview of the *Ontario Human Rights Code (1962)*, and Humber's Human Rights Policy. Trained employees contribute to the College's early intervention strategy. The human rights issues which emerge through the early intervention process inform the topics that are addressed in the Speaker Series. The content of the Speaker's Series may in turn form part of the flagship training. The integration of each part of the Centre's human rights education, training, and early prevention work has been a key strategy used by the Centre to deepen its roots within the College.



Education and Training

A glance at the Centre's calendar for human rights training, speaker series, and diversity events reveal a remarkable breadth and depth of learning offerings.

Human Rights Training

This year, Centre staff delivered 36 human rights awareness workshops resulting in 874 employees being trained in Humber's Human Rights Policy. The human rights training content was elaborated to incorporate the cutting edge work of Dr. Derald Wing Sue's on micro-inequities/ micro-aggression. Overwhelmingly, the evaluation comment from employees indicated that the workshops were very well received, provided new information and skills on how to avoid human rights violations and increase inclusion throughout the College.

Human Rights & Diversity Speaker Series and Events

The Centre hosted 12 Speaker Series sessions led by leading local and international public speakers. The Speaker Series events addressed topics such as, "Intersectional Experiences of Classism, Racism, Sexism and Homophobia in Postsecondary Education" by Dr. Karlene Pendleton of Trent University, "Psychological Harassment in the Workplace" by Cory Boyd, LL.B "Sankofa Philosophy: Building on the Strengths of the Past" by Dr. Njoki Wane and in celebration of Humber's female employees, an inspiring presentation titled, "Strong Women, Strong Humber, Strong World" by Kay Blair, MBA.

The Centre also hosted a number of diversity events, most notably, the International African Inventors Museum a travelling exhibition located in South Africa by curator Francis Jeffers. The exhibition was opened by the Honourable Jean Augustine, hosted by Principal Wanda Buote, and attracted over 700 viewers.

Early Intervention

The Centre for Human Rights, Equity & Diversity is committed to the early resolution of human rights concerns. Early intervention into disputes brought to the Centre affords complainants and respondents the opportunity to resolve issues as soon as possible. This proactive solution to human rights related concerns often achieves resolution before the concerns become aggravated between the parties and entrenched within the learning, working, and/or living environment. A flexible and comprehensive early intervention process is in everyone's interest. Successful early intervention gives rise to two critical benefits for the College. First, it significantly prevents human rights concerns from being referred to the Human Rights Tribunal of Ontario, thereby reducing time delays and administrative and legal costs. Second, it accelerates and facilitates the restoration process for those directly and indirectly involved in and affected by the concerns. The most common human rights concerns raised relate to disability based accommodations, racial discrimination, and homophobic bullying. The Centre conducted several presentations delivered to students who were directly and indirectly affected by the incidents. Participants in attendance at these sessions reported that they appreciated the College's proactive approach to human rights and commented that they gained knowledge that would be of use to them in the future.

Employment Equity

In accordance with the *Employment Equity Act (1995)*, Humber's Employment Equity program aims to ensure that the College engages in equitable hiring, promotion and retention practices. To that end, the Centre continues to collect and analyze the composition of Humber's workforce. In January 2012, the Centre revised the Employment Equity Questionnaire to include sexual orientation, and re-launched the questionnaire in accessible formats on the College's website. All Humber employees were asked to complete the questionnaire. The survey results indicate that the College hires women, Aboriginal peoples and visible minorities at a rate consistent with the City of Toronto. However, the hire rates for people with disabilities is under expectation. This will remain a priority for the College.

"Change strategies aimed at individuals can go only so far. The strategies required for institutional change must be directed toward transforming the institution itself."

- Anne Bishop
Beyond Token Change.

Meeting the Strategic Priorities & Acknowledgments

The Centre met and exceeded its strategic priorities for the 2012/2013 academic year. The Centre's four strategic priorities for this year support the College's goal to be a leading polytechnic that provides exceptional service for the diverse communities that we serve. This year, the Centre extended its reach into the community by including local community organizations as participants in the Centre's events. Several events hosted by the Centre were open to the community-at-large. The community responded in turn by requesting partnership opportunities with the Centre and by envisioning possibilities for collaboration. For example, the Ernestine's Women's Shelter in Etobicoke attended the events in commemoration of the National Day of Remembrance and Action on Violence against women and children. Further, Police Division 23 attended the International African Inventor's Museum, the opening event for Black History Month to show support for the importance of the work of the Centre within the community. These shows of support reflect the confidence of the community in the work of the Centre and the value of Humber College as a member of the broader community.

Priority 1: Enhance Inclusion throughout the College

The Centre enhances inclusion at Humber by creating educational opportunities that are *preventative and corrective*. As discussed earlier in this report, prevention education is designed to assist employees in addressing human rights concerns at their inception, or before. Corrective education takes place after a violation has occurred and is designed to apprise the Humber community of their rights and obligations as outlined in Humber's *Human Rights Policy*. This year, the Centre met its goal to increase the effectiveness of its educational offerings. The Humber community's increased requests for educational opportunities reflect employee's desire to join the College in its effort to prevent violations

Priority 2: Enhance Legislative Compliance

The Centre is required to comply with the *Ontario Human Rights Code (OHRC)* and the *Accessibility for Ontarians with Disabilities Act (AODA)*. It also voluntarily complies with the *Employment Equity Act (EEA)*. The College's obligations to the *OHRC* and the *EEA* are ongoing. The *OHRC* requires the College to abide by its duty to provide a living, learning and working environment that is free from discrimination and harassment. By volunteering to comply with the *EEA*, the College monitors the hiring, retention and promotion of the four *Employment Equity* designated groups.

In addition to these ongoing legal obligations, the College continues its efforts to meet the requirements set out by the AODA. This academic year gave rise to several AODA compliance deadlines. For this reason, the AODA was a priority of the Centre.

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

Humber is committed to providing an accessible learning, working, and living environment to its community. This year, Humber exceeded its obligations and continues to embed the AODA (2005) principles of Independence, Dignity, Equity/Equality of Outcome and Integration into its culture and operations as described below.

PHOTO CAPTIONS

- A. Hon. Jean Augustine & Wanda Buote, Principal, Lakeshore Campus, during the opening ceremony of the International African Inventors Museum Exhibition – Jan 15 & 16, 2013
- B. Chris Whittaker, President & CEO, Humber College, introducing the keynote speaker during the 2013 International Women's Day Luncheon – March 8, 2013
- C. Humber students and employees, represented Humber College at the Ontario Black History Society-Kick off brunch on January 27, 2013. Here the students were excited to take a picture with radio personalities from the CBC.
- D. Humber goes Global! Humber College is committed to its neighbors both locally and internationally. The Director of the Centre for Human Rights, Equity & Diversity, travelled to Ghana and distributed school supplies and 'Humber Swag' to the students of Ropak Educational Complex, Onwe-Ejisu, Ashanti, Ghana. The principal of Ropak Educational Complex extends his deepest appreciation to all Humber employees who donated items.
- E. Facilitator: Dr. Karleen Pendleton Jiménez, Ph.D, Assistant Professor, School of Education, Trent University
Topic: Intersectional Experiences of Classism, Racism, Sexism, and Homophobia in Postsecondary Education – May 11, 2012
- F. Facilitator: Dr. John Jennings, Associate Professor, University at Buffalo
Topic: "I'm the Man!" Deconstructing the Concept of Masculinity in the African-Canadian Community – February 26, 2013
- G. Facilitator: Cory Boyd, LL.B, Rubin & Thomlinson LLP
Topic: "Psychological Harassment/Bullying in the Workplace" – November 27, 2012

