



**HUMBER**

THE CENTRE FOR  
**HUMAN RIGHTS  
EQUITY & DIVERSITY**  
HR SERVICES



# ANNUAL REPORT 2016 • 2017

**CELEBRATING 50 YEARS  
OF STUDENT SUCCESS**

INNOVATION  
STUDENT CENTRED  
EXCELLENCE  
INCLUSION  
EXCELLENCE  
SUSTAINABILITY  
STUDENT CENTRED  
RESPECT  
RESPECT  
SUSTAINABILITY

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Written by:

**Nancy Simms**

Director, Centre for Human Rights, Equity & Diversity



**Chris Whitaker**  
*President*



**Lori Diduch**  
*Vice-President*  
**Human Resources & Organizational Effectiveness**

This year, Humber College celebrates 50 years of students' success. As Canada's leading polytechnic institution, we continue to serve our diverse students and employees through a multiplicity of programs including robust equity, inclusion and accommodation efforts. I strongly believe that our diversity:

- Bolsters our capacity to be a dynamic student-centred institution;
- Contributes to our sustainability in the postsecondary education sector; and
- Enriches our innovation efforts and contributions to Canada's knowledge economy.

Humber's Centre for Human Rights, Equity & Diversity continues to highlight the ways in which our diversity strengthens our College community. During the 2016-2017 academic year, Centre staff provided education and training to more than 5,000 students and employees. Most notably, the Deep Diversity Series, facilitated by Shakil Choudhry, was offered as a part of the Diversity & Inclusion Dialogues. As registrants were required to attend three half-day sessions over a three day period, we're proud of our employees' commitment to equity, diversity and inclusion. Following the formal training session, participants engaged Centre staff in 'lunch and learn' conversations on topics such as inclusivity, white privilege and unconscious bias. These efforts show that we are moving in the right direction, towards becoming a fully embracing community.

As we embark on the next 50 years of excellence at Humber, I rely on each student and employee to individually and collectively push for a truly inclusive campus—one without discrimination, harassment, violence or oppression of any kind. This requires us to consider who is being included and who is being left out or behind. It calls for deep mindfulness, including unlearning old thought patterns that benefit few and disadvantage or exploit many, and instead, focus efforts on developing progressive ways of thinking and engaging with our fellow community members. I believe in our students and employees, and look forward to continuing to embed equity, diversity and inclusion within the Humber community. Join me as we celebrate the first—and next—50 years of student and employee success and achievement.

Sincerely,

Chris Whitaker  
President

The Centre for Human Rights, Equity & Diversity | HR Services (the Centre) is mandated to work with the Humber community to instill values of equity and diversity in all that we do. Centre staff fulfills this ambitious mandate through the use of bold education and training programs, early intervention actions to help prevent and minimize human rights violations, and meticulous investigations into alleged human rights violations. We are proud that the Centre often exceeds its strategic priorities and expectations.

The Centre's work has been recognized nationally. In June 2017, the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education, the only organization of its kind in Canada, acknowledged the Centre's outstanding efforts to advance equity and inclusion within the postsecondary sector. Nancy Simms, the Centre's Director, received the inaugural Award of Distinction for Administrators. Jodie Glean, the Centre's Manager, received the 2017 Leadership in Learning Award.

The Centre works with the broader Human Resources department to assist the college to acknowledge, account for and adapt to changing global and local demographics. Our 2017-2018 Business Plan outlines that the Centre and the HR team will work to strengthen Humber's equity commitment. As a global leader in polytechnic education, whose core values include respect and inclusion, it is incumbent on our HR leadership to demonstrate agility, adaptability and forward thinking, as we work to embed equity and diversity across the institution. Being an organization that takes equity and diversity seriously helps us to attract and retain top talent from the diverse communities we serve. Internally, new technology, such as our incoming Human Resources Management System, will also help us to enhance our inclusion efforts. Most of all, the Centre and the HR team lead a Humber community comprised of dynamic and engaged individuals who work alongside the Centre in carrying out its mandate of promoting equity and diversity throughout the College.

I invite you to connect with the Centre to learn more about advancing the equity agenda at Humber. Do join me in championing inclusion and diversity across the college.

Sincerely,

Lori Diduch  
Vice-President, Human Resources & Organizational Effectiveness

## The World is Different!

There is a powerful human tendency to want the future to look much like the recent past. Revisiting our assumptions about the world we live in—and doing nothing—will leave many of us highly vulnerable. Gaining a clear-eyed perspective on how to negotiate the changing landscape will help us prepare to succeed.

# Congratulations to Humber on its 50th Anniversary!

**Nancy Simms, M.A. ADR**

Director, Centre for Human Rights, Equity & Diversity

The Centre for Human Rights, Equity & Diversity (the Centre) is pleased to present the 2016-2017 Annual Report. This report highlights many of the accomplishments and challenges experienced along our journey towards increasing inclusiveness within the College. We continue to monitor and pay heed to new policy developments from the Ontario Human Rights Commission, particularly those calling for increased accountability from postsecondary institutions. The Centre strives to be reflexive and bold in its efforts to address human rights complaints involving the 17 prohibited Code grounds and psychological harassment/bullying.

This annual report showcases our impressive roster of education and training programs, complete with statistics. For example, the Diversity and Inclusion Dialogues featured a number of dynamic presenters who engaged students and employees in action-oriented learning. We were fortunate enough to host:

- Jane Elliott, former American school teacher, anti-racism and LGBT activist/educator, who delivered the presentation, *Race Challenges: The Anatomy of Prejudice*; and
- Catherine Peters and Njeri Damali Campbell, lawyers at Hicks Morley, who facilitated a session for managers and supervisors entitled, *Managing Human Rights Risk*.

The Centre is well-positioned to strengthen Humber's approach to human rights accountability and push for increased inclusion by engaging our internal and external community partners. Over the next academic year, we will be working alongside the Human Resources (HR) department to embed an equity lens throughout all our policies and procedures. Additionally, the Centre will be hosting two new and progressive workshops, *Leveraging Privilege for Good*, and *Building Equity & Inclusion at the Postsecondary Level* facilitated by long-time antiracist educator, Tim McCaskell. Lastly, we invite everyone to drop by the Centre on September 14, 2017, between 2:00 p.m. - 3:00 p.m. for our inaugural Open House.

One of the goals of our HR department is to enable cross-training of our employees. As such, Michael Thompson has moved into a recruitment position and Candice Warner-Barrow has joined the HRMS team. Jodie Glean is now the Manager for the Centre, Sacha Ally the Coordinator and Zahra Brown the Equity Generalist. Rita Kohli remains as our Advisor in Human Rights and will be the equity lead on the HRMS. My key purpose remains to work alongside all of you to take strategic and deliberate steps in advancing inclusion throughout the College. Over the next 50 years join in building a stronger and more inclusive Humber.

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## Connecting with Communities Humber College as the School and Employer of Choice

The Centre is visible and present in a number of diverse communities throughout the Greater Toronto Area. We are often called upon to support various community events, including the Council of Agencies Serving South Asians (CASSA) Annual Health Equity Summit. As well, the Centre is now a member of the Chinese Canadian National Council.

Below is an overview of the Centre's involvement in two scholarships:

### The Jamaican Canadian Association Scholarship

With the financial support of former Associate Dean, Avril Carnovale, the Centre presented financial awards to two Humber students. Each student was awarded \$1,000. The recipients, Kyla Archibald and Karena Robinson, expressed sincere gratitude for the school's financial contribution towards their tuition.

### The Canadian Nurses Association Award

With the support of Clinical faculty, Tiney Beckles, the Centre participated in presenting a scholarship award to Dian Ramnarine, a student in the School of Health Sciences.



Centre staff and Humber's faculty with Ms. Jane Elliott



**Jane Elliott**

*Race Challenges: Power, Perception and Prejudice*

# Sexual Assault and Sexual Violence Policy

With an expanded committee on Preventing and Responding to Sexual Violence and an adapted Participatory Policy Analysis and Social Justice model<sup>1</sup>, Humber launched its revised Sexual Assault and Sexual Violence Policy in December 2016. Alongside this revised policy, Humber also launched a revised set of procedures for students and developed procedures for employees. An online training tool will be launched in September 2017. All employees will be required to complete the training.

## Take Back The Night

On September 29, 2016, the Centre in collaboration with IGNITE, Student Services, the University of Guelph Humber and the Aboriginal Resource Centre hosted Humber's first Take Back the Night March. With over 300 students and employees, we took back the night with a focus on ending all forms of violence against women in all their socially constructed identities. Humber hosted a number of community agencies to connect students with internal and external resources and services.



<sup>1</sup>Joshnee, R. & Michelle Goldberg, "Participatory Policy Analysis and Social Justice" (2001) Online: <[http://hrs.humber.ca/assets/files/hrs/Discussion\\_Paper\\_Joshee\\_Goldberg.pdf](http://hrs.humber.ca/assets/files/hrs/Discussion_Paper_Joshee_Goldberg.pdf)>



## December 6th: Day of Remembrance and Action on Violence Against Women

Centering women with disabilities, Melanie Marsden delivered a riveting keynote address. Marsden's presentation was followed by IGNITE distributing roses and white ribbons to the attendees who also signed a banner indicating their commitment to end violence against women.

Presenter  
**Melanie Marsden**  
Coordinator, Women with Disabilities and Deaf Women's Program, Springtide Resources

### You should know the numbers!



**1 IN 3**

women in Canada will experience sexual assault at some point over the course of their lives



**83%**

of disabled women will be sexually assaulted during their lifetime



**57%**

of Aboriginal women have been sexually abused



**2-4%**

of all sexual assaults reported are false reports



**80%**

of assailants are friends and family of the victim/survivors

# Overview 2016 - 2017

## Human Rights Training and Education Statistics

Education and training continue to be the key vehicles used to prevent, interrupt and stop human rights violations, as well as build and increase inclusion at Humber. Below is a snapshot of Humber's accomplishments in diversity, inclusion and human rights awareness and action over the year:

We facilitated over 35 human rights related training sessions. Approximately 3,106 students & employees participated in these sessions. Our participants offered the following feedback:

We hosted 12 Diversity & Inclusion Dialogue sessions. Over 2,002 students and employees attended these sessions.

Great presentation.  
Thank you.

The examples were excellent.  
Keep it up.

Knowledgeable instructors.  
Very informative.



The Centre was purposeful in offering the Deep Diversity Series. This series comprised of three ½ day workshops. Our participants offered the following feedback:

“Group discussions really encouraged me to understand other people’s positions and I am not alone in the ways that I am feeling.”

“I wish this was a longer workshop. It was raw, honest, safe and challenging, which I very much appreciated.”

“This workshop should be for the entire College.”



**Dr. Srimanta Mohanty**  
*Celebration of South Asian Culture: Preparing South Asians to Flourish in the Job Market*

College staff requested a workshop that focuses on enhancing the success of South Asian students and we responded by hosting a ‘Celebration of South Asian Culture: Preparing South Asians to Flourish in the Job Market’. This session was facilitated by Dr. Srimanta Mohanty, CEO of the Social Planning Council of Peel. Our participants offered the following feedback:

“ I now have some strategies to help immigrant students (not necessarily South Asian students only) prepare for the job search and interviews.”



“ The unemployment numbers for the South Asian community are alarming. Also the low quality of income in the community.”

“ Important learning the similarities and differences between racialized, immigrant communities, particularly with regards to employment.”

# Humber's Human Rights, Equity & Diversity Program is World Renowned

The Centre's website is a popular resource that is utilized by visitors from all across the globe!

Our website has received 13,638 hits from visitors in countries such as Jamaica, the Netherlands, Switzerland, Brazil, Bermuda, the United Kingdom and Kenya.

Centre staff has been contacted over 31,000 times by way of on-line correspondence, telephone calls and in-person meetings.



## Educational Resource Booths (ERB)

Thirteen ERBs were hosted throughout the year and distributed over 25,000 brochures and other educational information. The purpose of the ERBs is to increase visibility of the Centre's work at all campuses and to engage the students in knowing their rights and responsibilities under the Ontario Human Rights Code and the AODA.

## Human Rights Early Intervention & Complaints

Centre staff completed over 45 early intervention cases and conducted over 119 investigations stemming from complaints. The average number of individuals contacted for early intervention and investigation is four, with a minimum of three face-to-face meetings.

Psychological Harassment, Disability, Sexual Harassment and Racism have emerged as major themes in investigations.

## Cases at the Human Rights Tribunal of Ontario

This academic year was demanding; there were four cases at the Tribunal based on sexual harassment and discrimination based on gender expression and age. When investigating an alleged complaint, the following lessons were highlighted:

- Be proactive in exploring the nature of the alleged complaint to determine whether there are any "hidden" human rights dimensions that ought to be explored; and
- Be responsive to any new information that arises that could change the outcome of an investigation, even where the investigation is officially "closed." Note that an organization can be found to have "constructive knowledge" of (and a concomitant duty to investigate) a discrimination claim where new information is received by the investigator.

Having complied with all the above, Humber has been described as having "a picture perfect Human Rights Investigation."

## Accessibility for Ontarians with Disabilities Act (AODA)

The Centre is charged with coordinating and administering Humber's compliance with the AODA. Centre staff leads a robust committee comprising of students, faculty, administrators and support staff, some of whom are persons with disabilities. In addition to its committee work, the Centre ensures that the College responds to the requirements outlined in the AODA Standards. This year, we completed extensive revisions to the existing Customer Service Policy and the three on-line training modules. In response to the Ontario Premier's announcement of a forthcoming Education Accessibility Standard, the Centre submitted a report outlining the areas in which Humber has complied with, and even surpassed, the AODA requirements. Jodie Glean M.A., the Manager for Human Rights, Equity & Diversity has now assumed the AODA portfolio.

For more information on increasing accessibility at Humber, please contact Jodie Glean at 416.675.6622 ext. 5685.

**Centre staff provide leadership and co-leadership to three robust committees. Thanks for your commitment and dedication in building a stronger inclusive Humber!**

### 2016-2017 Diversity Committee

<b>Amir Tavangar</b>	<b>Nivedita Lane</b>
<b>Dawn Bassant</b>	<b>Rita Kohli</b>
<b>James Cullin</b>	<b>Rosie Lima</b>
<b>Jennifer Marotta</b>	<b>Sacha Ally</b>
<b>Jeremy Brooks</b>	<b>Sanjukta Das</b>
<b>Jessica Pilfold</b>	<b>Sheena Karia</b>
<b>Jodie Glean</b>	<b>Sonia Thakur</b>
<b>Nancy Simms</b>	<b>Zahra Brown</b>

### 2016-2017 AODA Committee

<b>Akil Annamunthodo</b>	<b>Karen Hortopan</b>
<b>Alana Rovito</b>	<b>Kimberly Zammit</b>
<b>Alicia Damley</b>	<b>Lam Trinh</b>
<b>Alicia Sam</b>	<b>Lynn VanLieshout</b>
<b>Amanda Soriano</b>	<b>Monica Khosla</b>
<b>Anna Mellksetyan</b>	<b>Nana Ama Pabi</b>
<b>Anne Zbitnew</b>	<b>Nancy Simms</b>
<b>Brenda Ridley</b>	<b>Natalie Bobyk</b>
<b>Carol Appleby</b>	<b>Nora Simpson</b>
<b>Dana Costin</b>	<b>Phil Legate</b>
<b>Ilham Alam</b>	<b>Philip Burge</b>
<b>Janet Hollingsworth</b>	<b>Rick Follert</b>
<b>Jennie Grimard</b>	<b>Rita Kohli</b>
<b>Jessica Pilfold</b>	<b>Robert Forward</b>
<b>Jodie Glean</b>	<b>Sacha Ally</b>
<b>John Schroder</b>	<b>Tracey Maynard</b>
<b>Josephine Coke</b>	<b>Zahra Brown</b>
<b>Josh Vatcher</b>	

### 2016-2017 Sexual Assault Sexual Violence Committee

<b>Christa Hinds</b>	<b>Meg Houghton</b>
<b>Deborah Mandell</b>	<b>Mike Schaefer</b>
<b>Jason Gool</b>	<b>Nancy Simms</b>
<b>Jennifer Flood</b>	<b>Peter Madott</b>
<b>Jodie Glean</b>	<b>Priscila Dias Leite</b>
<b>Lara Hof</b>	<b>Rita Kohli</b>
<b>Leah Murdock</b>	<b>Rob Kilfoyle</b>
<b>Liana Acri</b>	<b>Rosie Lima</b>
<b>Maja Jocson</b>	<b>Sacha Ally</b>
<b>Margaret Fung</b>	<b>Stephanie Brum</b>
<b>Martina Douglas</b>	<b>Zahra Brown</b>