

## Human Rights Early Intervention & Complaints

Centre staff completed over 126 early interventions and conducted approximately 130 investigations. As stated earlier by Lori Diduch, human rights related complaints generally included allegations based on several grounds, for example, race, age and disability and involved more than one respondent. It was not unusual for investigations to require interviews with more than 16 witnesses and Centre statistics show that our investigators interviewed more than 600 people over this academic year. Psychological harassment, failure to accommodate based on disability, racism and sexism were the major themes emerging from the allegations. Centre staff are encouraged by the number of students and employees who accessed our services. We thank you for your trust.



There are currently two cases at the Ontario Human Rights Tribunal. Both cases center disability as the prohibited ground.

## Humber's Equity, Diversity and Inclusion Committee (HEDIC) Highlight

In collaboration with the School of Applied Technology, HEDIC hosted the International Women's Day 2018 Luncheon and presented the Equity, Diversity & Inclusion Committee 2018 Award. The recipient, Hira Zulfiqar, a University of Guelph-Humber student, was recognized for her leadership role in facilitating education to interrupt and stop Islamophobia and racism both within Humber and the larger Greater Toronto Area. Congratulations Hira!



President & CEO Chris Whitaker, Facilitator Annahid Dashtgard, Student Hira Zulfiqar, Vice President Human Resources & Organizational Effectiveness Lori Diduch, Associate Dean Vincent Shaikh and Vice President Students Jason Hunter

## Humber's Equity, Diversity and Inclusion Committee

The HEDIC promotes leadership, innovation, collaboration and information sharing on all matters relating to equity, diversity, inclusion and the Employment Equity program within Humber College. Further, the committee facilitates the development and maintenance of collaborative partnerships with community agencies to achieve a workforce in which designated group members are represented and participate equitably at all levels and in all occupations at the College. The HEDIC was established by the College with responsibility shared jointly by representatives of the Union Locals and the College to act as a consultative body on the development and maintenance of an Employment Equity Program. HEDIC membership (listed below) is comprised of students and employees with professional and/or lived experiences in a range of equity, diversity or human rights areas. Committee members plan and implement a number of initiatives across the College.

Sacha Ally	Jodie Glean	Maheen Nazim
Jeremy Brooks	Regina Hartwick	Jessica Pilfold
Zahra Brown	Sheena Karia	Nancy Simms
James Cullin (Co-Chair)	Rita Kohli	Amir Tavangar
Sanjukta Das	Najamuddin	Sonia Thakur (Co-chair)
Noreen Foster	Mohammed	Lindsay Zaferis
	Jennifer Marotta	

## Community engagement is critical to the success of EDI at Humber

Centre staff position Humber as the school and employer of choice in local and international communities. Authentic community relationship building requires more than a quick visit to an organization. As such, this year, Centre staff and HEDIC members attended over eight community events throughout the GTA. Additionally, Centre staff accepted an invitation from Humber's School of Health Sciences to attend the graduation of the first cohort of funeral service directors at the Montego Bay Community College in Jamaica. Discussions have begun on how human rights education can be promoted in the Community College. Conversations about creating a more welcoming environment for LGBTQ students led to the Centre sending resources for LGBTQ youth and support networks. Ongoing talks with the Principal, Dr. Nelson, continues.



Faculty Tiney Beckles, Associate Dean Sheila West, Dr. Jimmy Cliff, Program Coordinator Michelle Clarke and Director Nancy Simms



## Accessibility for Ontarians with Disabilities Act (AODA)

Humber College and the University of Guelph-Humber are committed to providing an accessible learning, working, and living environment for the Humber community. According to the Canadian Survey on Disability released by Statistics Canada, about 3.8 million working-age Canadians (aged 15 to 64) self-identified as having a disability in 2012.<sup>8</sup> The AODA, Ontario *Human Rights Code* and Universal Design framework provide guiding principles and requirements to support organizations in implementing equitable practices within postsecondary institutions.

## Accessibility for Ontarians with Disabilities Act (AODA) Committee Members

<i>Ilham Alam</i>	<i>Dana Costin</i>	<i>Monica Khosla</i>	<i>Nora Simpson</i>
<i>Sacha Ally</i>	<i>Carina Cunanan</i>	<i>Phil Legate</i>	<i>Amanda Soriano</i>
<i>Carol Appleby</i>	<i>Alicia Damley</i>	<i>Tracey Maynard</i>	<i>Michael/Chris Thompson</i>
<i>Natalie Bobyk</i>	<i>Robert Forward</i>	<i>Anna Meiksetyan</i>	<i>Lam Trinh</i>
<i>Aaron Brown</i>	<i>Jodie Glean</i>	<i>Nana Ama Pabi</i>	<i>Lynn Vanlieshout</i>
<i>Zahra Brown</i>	<i>Jennie Grimard</i>	<i>Jessica Pilfold</i>	<i>Josh Vatcher</i>
<i>Phillip Burge</i>	<i>Janet Hollingsworth</i>	<i>Brenda Ridley</i>	<i>David Yen</i>
<i>Kayla Chambers</i>	<i>Karen Hortopan</i>	<i>Alicia Sam</i>	<i>Kimberly Zammit</i>
<i>Josephine Coke</i>	<i>Maja Jocson</i>	<i>John Schroder</i>	<i>Anne Zbitnew</i>
<i>Ernie Colosimo</i>	<i>Rita Kohli</i>	<i>Nancy Simms</i>	

### You Should KNOW



Humber's Accessibility and Accessible Customer Service Policies are currently undergoing a participatory review process and will be re-launched Fall 2018.



Over 3600 employees completed AODA-related training this academic year.

## AODA Lunch & Learn Sessions 2018-2019

Over the 2018/2019 academic year, AODA Committee members will facilitate one hour lunch and learn sessions on the following topics:

**Navigating Accommodations and the Ontario Human Rights Code**

**Let's Talk: Addressing Attitudinal Barriers to Accessibility**

**What's Going On? Accessibility Initiatives at Humber College**

**Increasing Social Media Accessibility**

## You Should KNOW

At Humber, our Winter 2018 enrolment soared to over 6,000 international students – 23% of our full-time student population! Our student population comes from 135 countries, of which India, Vietnam, Brazil and Jamaica represent the highest number of students.

*Adapted from: Humber College International Review, April 2018*



THE CENTRE FOR  
HUMAN RIGHTS  
EQUITY & DIVERSITY  
HR SERVICES



# ANNUAL REPORT 2017 • 2018

SUSTAINABILITY

RESPECT

EXCELLENCE

INCLUSION

INNOVATION

STUDENT CENTRED

Written by: Nancy Simms

## Inside:

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<sup>8</sup> <https://www150.statcan.gc.ca/n1/daily-quotidien/131203/dq131203a-eng.htm>

# LAND Acknowledgement

Humber College is located in Adobigok, known as “Place of the Black Alders” in the Mississauga Anishinaabe language. It is uniquely situated along GabeKanang Ziibi, the Humber River providing an integral connection for Indigenous peoples between the northern shore of Lake Ontario and the Lake Simcoe Georgian Bay region. In Honouring the Land we are walking in the moccasin tracks of our ancestors and leaving our footprints for the future generations to come.

Elder Shelley Charles



**Chris Whitaker**  
President & CEO



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

Humber College has formalized equity as a fundamental value in the 2018-2023 Strategic Plan. This official acknowledgement is the result of years spent embedding equity, diversity and inclusion (EDI) in our governance policies, pedagogical approaches and educational programming. I applaud our students, faculty, support and administrative staff for their contributions and encourage them to remain committed to operationalizing equity at all levels of this institution.

Recognizing the need to learn from and grow with others who demonstrate commitment to equity in post-secondary education, we can learn from the University of Southern California’s Center for Urban Education. This institute for equity-focused research and policy reform defines equity-mindedness as a:

[P]erspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student [employees] outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students [employees], and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in...Higher Education.<sup>1</sup>

While the path to implementing equity-mindedness at Humber does not come with a blueprint, it means that we have the opportunity to create our own, as a further demonstration of our ongoing leadership in EDI. We recognize that this is challenging and we have the duty to make it happen. I urge members of the Humber community to advance our current approach to equity by:

- (i) Gaining an understanding of the historical and social context for inequity;
- (ii) Identifying and assessing existing and emerging patterns of inequity; and
- (iii) Re-working policies, programs and curricula to achieve equitable outcomes for students, faculty, support and administration.

I am confident that we have the requisite strength, courage and wisdom to embark on this lifelong journey towards achieving equity in education. This is an exciting time to be a member of the Humber College community. I invite each of you to join me in this effort to champion inclusiveness in all that we do. Let us work side-by-side to continue to position Humber as a driving force for equity, diversity and inclusion in the postsecondary sector.

Sincerely,

Chris Whitaker  
President and CEO

The Centre for Human Rights, Equity and Diversity (the Centre) advances Humber’s commitment to equity, diversity and inclusion through its educational programs, legislative monitoring and compliance as well as its complaints resolution services. With these tools, Centre staff raise awareness of harassment and discrimination on campus, facilitate meaningful stakeholder engagement, and identify best practices for implementing equity-based reform. With that said, I would like to highlight and celebrate two of the Centre’s important achievements:

- In response to the Wynne government’s 2015 action plan requiring postsecondary institutions to provide training on sexual violence and harassment, Centre staff collaborated with Humber’s Centre for Teaching & Learning to develop a comprehensive online training module. Since the launch of the Sexual Assault and Sexual Violence Awareness training, approximately 2,500 Humber employees have completed this module. Centre staff continue to ensure that Humber meets its legislative obligations and provides everyone with a safe, inclusive and progressive space to learn, work and live.
- During the 2017-2018 academic year, Centre staff experienced an increased demand for investigations and early interventions related to human rights complaints. A review of the complaints data suggests that members of the Humber community are facing increasingly complex and overlapping human rights concerns. As a result, resolution often relies on the cooperation of many parties, including respondents and witnesses. Centre staff continue to provide timely, effective and compassionate responses to these sensitive matters.

I am pleased to report that, in addition to these two key successes, the Centre has achieved and, even exceeded, many of the goals listed in its 2017-2018 business plan. On behalf of the broader Humber community, thank you for embracing this important work! I remain committed to helping Centre staff embed equity, diversity and inclusion in all of Humber’s policies, programs and services during the upcoming 2018-2019 academic year and beyond.

Sincerely,

Lori Diduch  
Vice-President, Human Resources & Organizational Effectiveness

<sup>1</sup><https://cue.usc.edu/equity/equity-mindedness/>



**Nancy Simms**  
M.A., ADR  
Director, Human Rights, Equity & Diversity

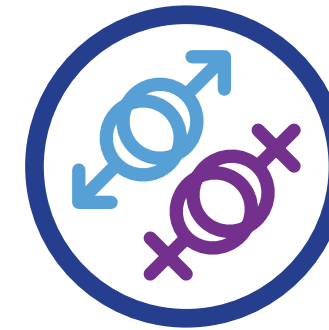
Humber College celebrated its 50th anniversary in 2017. While we pause to acknowledge and appreciate the College’s numerous achievements, we must also take stock of the various opportunities to expand our horizons. Statistics Canada 2016 reports the following:



Canada’s increasing visible minority [racialized] population is not the only aspect of diversity projected to change. Other aspects of diversity include **foreign-born, generation status, mother tongue and religious denomination.**<sup>2</sup>



In 2016, there were approximately 1.6 million Aboriginal People in Canada. Since 2006, the Aboriginal population has grown by 42.5%—more than **four times** the growth rate of the non-Aboriginal population over the same period.<sup>3</sup>



The number of **same-sex married couples** nearly tripled between 2006 and 2011, while the number of same-sex **common-law couples** rose 15.0%.<sup>4</sup>



One in seven Canadians aged 15 years or older reported a disability. In 2012, **almost 14% of the Canadian population** aged 15 years or older—3.8 million individuals—reported having a disability that *limited their daily activities.*<sup>5</sup>

The above demographic trends provide an impetus for us to evaluate our approach to building a fully inclusive College. In the spirit of continuous improvement, the Centre has secured the services of the Social Planning Council of Peel to conduct a program and service review. We look forward to the final report that will identify our strengths and guide further actions to increase equity, diversity and inclusion (EDI) at Humber.

With the entry of new staff members to the Centre, we seized the opportunity to achieve balance between urgency in our responses to emerging concerns and mindfulness in our analysis of these issues. Social justice movements, including #MeToo and Black Lives Matter, demanded a deeper social and political response from Centre staff in addressing allegations of harassment and discrimination on our campuses. We had

to bring multifaceted levels of sensitivity to our education and training programs as well as our investigative practice and early intervention protocol.

Humber’s 2018-2023 Strategic Plan establishes equity, diversity and inclusion as fundamental to sustainability and innovation. Working closely with several internal and external partners during this academic year, we will establish a taskforce to develop an institutional EDI framework for all. Please continue to join us on this path.

Sincerely,  
Nancy Simms, M.A., ADR  
Director, Human Rights, Equity & Diversity

## Open House

The Centre for Human Rights, Equity & Diversity hosted its first Open House in September 2017. We were excited to welcome over 200 employees who milled around our small space exchanging ideas and networking. We see the Centre as a space for encouraging the exchange of ideas and knowledge, not only a place to address human rights related concerns. The Center is home to a rich library of texts and articles covering a wide gamut of academic and non-academic works addressing equity, diversity and inclusion. We invite you to visit!



Open House, September 2017

<sup>2</sup> <https://www150.statcan.gc.ca/n1/pub/11-402-x/2011000/chap/imm/imm-eng.htm>

<sup>3</sup> <https://www150.statcan.gc.ca/n1/daily-quotidien/171025/dq171025a-eng.htm>

<sup>4</sup> [https://www150.statcan.gc.ca/eng/dai/smr08/2015/smr08\\_203\\_2015](https://www150.statcan.gc.ca/eng/dai/smr08/2015/smr08_203_2015)

<sup>5</sup> <https://www150.statcan.gc.ca/n1/en/pub/11-627-m/11-627-m2017008-eng.pdf?st=J00UKckr>

## Education & Training Highlights

### Unpacking Islamophobia and Exploring New Literacies of Religion

In 2015, hate-reported crimes against Muslims increased by 60% in Canada.<sup>6</sup> The Ontario Human Rights Commission along with other national and provincial organizations launched an extensive educational campaign to counter anti-Muslim sentiments.<sup>7</sup> Many Humber students and employees requested that the College provide learning opportunities wherein Islamophobia could be addressed. In response, the Centre hosted, “Unpacking Islamophobia and Exploring New Literacies of Religion,” facilitated by Hiren Mistry. Approximately 130 students, staff and faculty attended the two sessions offered at the College.

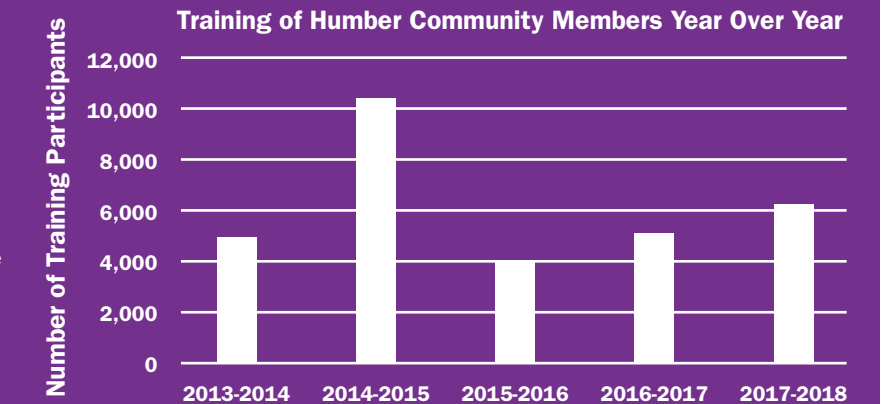
Participants indicated the following learnings:

- To keep an **open eye** and **recognize** that challenging Islamophobia starts with me.
- To **educate** myself and **advocate** for more on-campus education about Islam and Islamophobia.
- To increase **inclusion** at Humber because I am now aware that Islamophobia can be isolating.

Facilitator, Hiren Mistry with workshop participants

### Overview 2017-2018 Human Rights Training and Education

Human rights education and training is essential to the prevention of human rights violations. At Humber, more than 30,000 participants attended training sessions over a five year period. The following graph below demonstrates the College’s investment in building an equitable, diverse and inclusive environment for all.



### Building Equity & Inclusion at the Postsecondary Level & Leveraging Privilege for Good



Facilitator, Tim McCaskell

Effective equity, diversity and inclusion education and work require that we increase our awareness of privilege and dominant culture and how these operate in us, others, organizations and systems. Tim McCaskell facilitated two workshops that enabled participants to explore how privilege impacts on the process of working toward institutional change. Over 60 participants attended the series and overwhelmingly requested the Centre provide more workshops on the topic of unlearning dominance.

Participants cited the following ways they planned to apply their learnings:

**Keep pushing** the questions of equity and **challenge** institutional processes within my department.

Continue to **recognize** my bias and use my colour and positional privilege to **challenge** inappropriate use of power.

<sup>6</sup> <http://www.cbc.ca/news/politics/hate-crimes-muslims-statscan-1.4158042>

<sup>7</sup> [http://www.ohrc.on.ca/en/news\\_centre/coalition-agencies-launches-ad-campaign-challenge-islamophobia-and-racism](http://www.ohrc.on.ca/en/news_centre/coalition-agencies-launches-ad-campaign-challenge-islamophobia-and-racism)