



HUMBER

# CENTRE FOR HUMAN RIGHTS, EQUITY & DIVERSITY 2019-2020 AT A GLANCE

The Centre for Human Rights, Equity & Diversity (Centre) provides human rights and equity programs and services to the Humber Community. All Centre initiatives integrate a holistic framework that extends beyond binaries and addresses the simultaneity of the individual's identities and experiences. This intersectional and integrative approach grounded in a practice of care is woven throughout the Centre's programs and services.

This snapshot highlights the Centre's efforts in deepening equity, diversity and inclusion (EDI) throughout Humber during the 2019-2020 academic year. The success of the Centre's mandate to embed EDI throughout Humber depends significantly on the cooperation and trust of the Humber community. We are thankful for Humber's commitment towards building a stronger community that derives its strength from its inclusivity.



## WEBSITE VISITS

18,600

Countries by number of website visits - Canada, United States, United Kingdom, France, Brazil, Jamaica, Netherlands, Philippines, Ethiopia, India, Pakistan, Hong Kong, United Arab Emirates, Zimbabwe, Peru, Mexico, Austria, China

## CENTRE CONTACTS

90,394

Telephone, Emails, Walk-ins, Facebook, Twitter

## ACCESSIBILITY FOR ONTARIANS WITH DISABILITY ACT



Total Number of Humber employees who have completed:  
Accessibility Awareness Training for Educators  
Accessible Customer Service Standards Training  
Integrated Accessibility Standards Regulation Training  
Face-to Face Trainings: 4 Sessions

2,172  
2,359  
1,886  
130

6,547 Total Participants

## HUMAN RIGHTS INVESTIGATIONS



Between April 1, 2019 and March 31, 2020, Centre staff conducted 63 formal investigations and 77 early interventions. Each investigation required investigators to interview on average six (6) people.

Three Key Themes:

- Psychological Harassment
- Discrimination based on Disability
- Discrimination based on Race

## HUMAN RIGHTS COMPLAINTS AT THE HUMAN RIGHTS TRIBUNAL OF ONTARIO (HRTO)

Between April 2019 and March 2020, there were five (5) complaints at the HRTO. The prohibited grounds identified were sex, gender expression, age and disability.

### Reminder

Humber's Human Rights Policy & Complaint Resolution Procedures were revised using a social justice participatory policy-making model. All employees are encouraged to refresh their knowledge of Humber's [Human Rights Policy](#) and [Procedures](#).



## DIVERSITY & INCLUSION DIALOGUES

**3,226** Total Participants

- Seeing the Racial Water
- Blackness and Belonging: Understanding Anti-Black Racism’s Impact on Our Society
- Promoting Psychological Well-being in Institutional Settings
- Deep Diversity Learning Series: Uncovering Our Bias and Blind Spots
- Unpacking Islamophobia and Exploring New Literacies of Religion
- Implicit Race Bias and Faculty Practice
- International Day of Persons with Disabilities
- National Day of Remembrance and Action on Violence Against Women
- Black History Month - Achieving Black Excellence
- Human Rights Risk Management for Managers
- Challenging Anti-Black Racism
- Unconscious Bias & Challenges to Fair Assessment
- International Women’s Day Luncheon: The Centre for Human Rights, Equity & Diversity and The Faculty of Business
- International Women's Day Forum: Women and Leadership - Equity as an Imperative

### Sample Feedback

#### The most important thing I learned is ...

The many ways implicit bias impacts how we interact with people in our everyday life. Yet, we are often unaware of these biases.

How unconscious white privilege has been in all facets of my life, including the neighborhoods where I lived, the schools I went to, and the jobs I had.

I have a responsibility to take action when I am aware of a potential Human Rights or Health and Safety violation.

#### What will you do differently as a result of this workshop?

Consider the unconscious ways I interact with students (who I lock eyes with, who I stand in front of); revisit how I provide feedback; review how I think about my different students and which implicit biases are present in those thoughts.

Actively seek out ways to interrupt racism. Passivity is not anti-racist.

Feel more comfortable being an ally in terms of shutting down comments/actions that are Islamophobic.



## SEXUAL ASSAULT/SEXUAL VIOLENCE PREVENTION TRAINING

**2,602** Total Participants



## EDUCATIONAL RESOURCE BOOTHS

**9** Resource Booths  
**2,600** Total Audience



## PATHWAYS TO HUMAN RIGHTS EDUCATION & ACTION

EMPLOYEES		STUDENTS	
Sessions	Participants	Sessions	Participants
22	711	26	1,117

**1,828** Total Participants

## COMMUNITY PARTNERS



Council of Agencies Serving South Asians | Lifelong Leadership Institute | Royal Bank of Canada | Seneca College | Spinal Cord Injury Ontario

The Centre continues to have the privilege of serving you by providing education, training, leadership, investigation, early resolution, and mediation programs and services. The Centre’s fulsome 2019/2020 Annual Report is forthcoming.