



Centre for Human Rights, Equity & Inclusion

2021/2022
Annual Report

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Human Rights, Equity & Inclusion



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2021/2022 Annual Report

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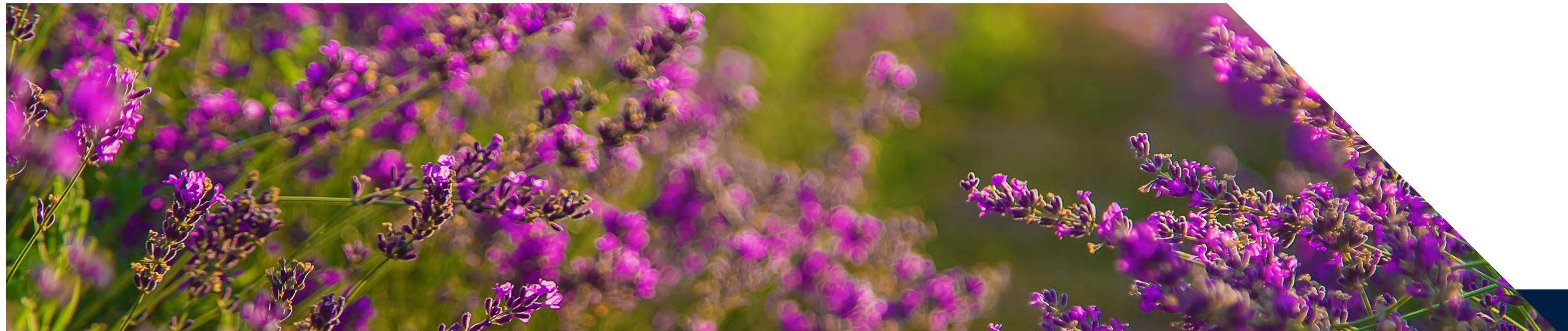
Overview

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

The 2021-2022 academic year was one of growth and challenge for the Centre. With COVID-19 disrupting how we delivered services to the Humber community and numerous other social justice issues coming to the forefront, the Centre continued to adapt and engage College staff in

critical conversations related to equity, diversity, inclusion, anti-racism, and belonging. Starting in August 2021, Centre staff returned to the office utilizing a hybrid model, increasing staff presence at the North and Lakeshore campuses. Additionally, Centre staff were responsible for managing all human rights-related COVID-19 vaccine exemption requests for the Fall 2021 and Winter 2022 semesters.

Further to the COVID 19 variants, the wider, persistent pandemic of systemic racism—including anti-Indigenous, anti-Asian, anti-Black, and anti-Brown systemic racism—continues. The goals of the Centre and the advancement of inclusion and belonging throughout the College have never been more critical.





Centre's Programs and Services

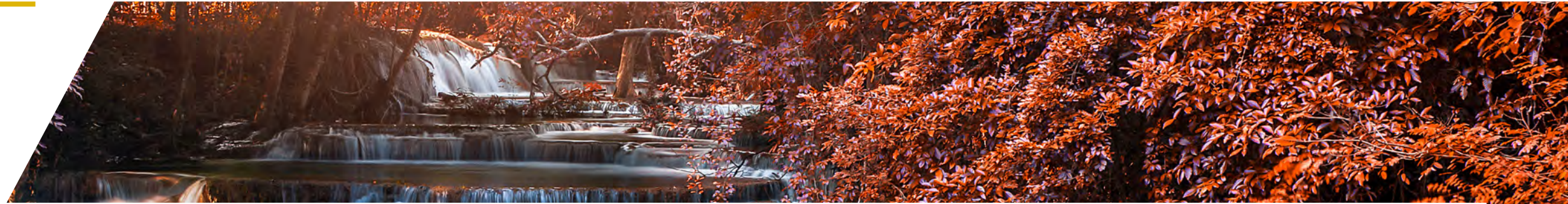
During the 2021-2022 academic year, investigations, early intervention and human rights-related consults were conducted in person and online. Education and trainings were facilitated virtually and, increasingly, in person. The education and training program launched three online modules to increase EDI-related capacity across the College.

Despite the ongoing COVID-19 pandemic and staff changes, the 2021-2022 academic year was also a landmark year for EDI education and training at the Centre. The Centre's website is known for its extensive repository of human rights and EDI-related resources, and you will note in the detailed report on page 10 the number of visits to the website and the various countries from which people visited. Centre staff continued to comply with their promise to respond to every request within 48 business hours.

Attendance and participation in EDI capacity-building events remained high as demonstrated on pages 8 to 13.



Knowledge Mobilization



Website Visits

Total number of visits = 113,419
 Top visiting countries to the Centre's website: Canada, United States, India, Philippines, Vietnam, Indonesia, United Kingdom, Ukraine, and France

Sexual Assault/Sexual Violence Prevention Training

Total number of Humber employees who completed the Sexual Violence Online Training: 2,512
 In-person = 252

Education & Training Sessions on topics such as Accessible Learning Services, Introduction to Implicit Bias, and Early Intervention

Sessions = 5
 Participants = 78

Sample Feedback from Education & Training Sessions:

- "The session was really an eye opener. It provided clarifications to some of my own biases that I had."
- "Thank you. A very important 2 hours."
- "Thanks again to the Human Rights Centre team for your relentless efforts in educating the Humber community."





Knowledge Mobilization

Accessibility for Ontarians with Disability Act

Total Number of Humber employees
who have completed:

Accessibility Awareness Training for
Educators: 1,524

Accessible Customer Service
Standards Training: 1,569

Integrated Accessibility Standards
Regulation Training: 1,482

Total Participants = 4,575

Equity & Inclusion Dialogues

Sessions = 24

Total participants = 2,401

Sample Feedback to the Equity & Inclusion Dialogues:

- "Amazing session, I learned so much."
- "Very engaging speaker, well versed on the subject matter, would love to attend any other sessions by him."
- "Great information, clear delivery, job well done!"
- "AMAZING!! The personal stories and insight shared was incredibly profound. Thank you!!!"





Knowledge Mobilization

Pathways to Human Rights Education & Action - April 1, 2021 to March 31, 2022

Sessions = 8
Employees = 299
Students = 79
Total Participants = 378

Sample Feedback:

- "Very happy you are doing this training... it is needed."
- "Thank you for this session! It was incredibly informative."





The Centre provided another robust Equity & Inclusion Dialogue series to the Humber Community. Below is a snapshot of the sessions offered:

Session Title	Facilitator(s)
Microintervention Strategies: Disarming Microaggressions	Dr. Derald Wing Sue Ph.D.
Advancing Belonging at Humber College	john a. powell J.D.
Gender Diversity 201	Malissa Bryan M.A.
Developing an Anti-racist Lens and Effective Responses to Racism at Humber	Rita Kohli M.A. M.Ed.
Raising Collective Consciousness on Islamophobia	Sayema Chowdhury BSc, B.Ed. & Sultan Rana, M.Ed.
Disability Employment Awareness Month: An Intersectional Approach to Disability	Liza Arnason, M.A.
Linking Implicit Race Bias to Systemic, Institutional & Structural Racism: Limitations and Possibilities	Dr. Arlo Kempf Ph.D.
Advancing Inclusion: Addressing the Impact of anti-Semitism on College Campuses	Rabbi Julia Appel B.A., M.A.
Reconciling Racism in the Era of Reconciliation	Dr. Raven Sinclair Ph.D.
The "Yellow Peril": Why Anti-Asian Racism Won't Disappear After the Pandemic is Over	Calvin To J.D.



Session Title (continued)	Facilitator(s)
National Day of Remembrance and Action on Violence Against Women	Yamikani Msosa BM.A., Melissa Simas MSW Seán Kinsella M.Ed.
Understanding and Unlearning Anti-Black Racism	Dr. Wesley Crichlow Ph.D.
Confronting Anti-Black Racism	Dr. Kathy Hogarth Ph.D.
Addressing Anti-Black Racism in the Post-Secondary Environment: Moving from Theory to Practice	Gary Pieters, M.Ed.
International Women's Day Event	Dr. Elizabeth Tunstall Ph.D., Denise Christopherson, Nahannee Schuitemaker Ph.D.(c)
International Day for the Elimination of Racial Discrimination - Creating Supportive Environments for Racialized Students (And, When Good Intentions Can Miss The Mark!)	Rahim Thawer MSW, RSW



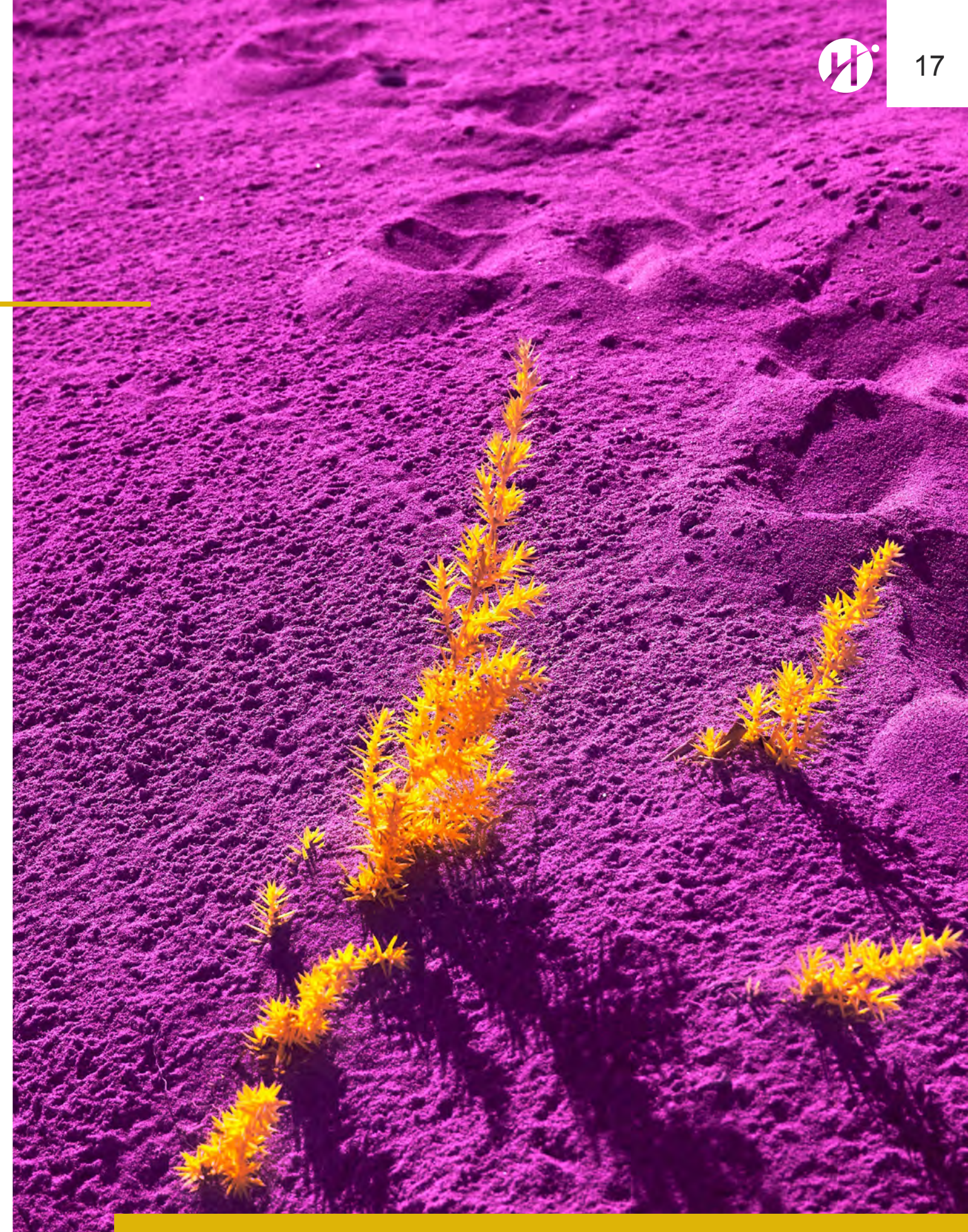
Legislative Monitoring and Compliance

The Centre is mandated to prevent and respond to all allegations of discrimination and harassment under the 17 prohibited grounds identified in the Ontario Human Rights Code and of workplace harassment (including personal/psychological harassment and sexual harassment) under the Occupational Health & Safety Act. The Centre manages complaints received from employees, students, vendors and visitors of the College. Between April 1, 2021 and March 31, 2022, Centre staff conducted 66 formal investigations, 214 early interventions and reviewed 121 human rights-related COVID-19 vaccine exemption requests.

- Each investigation required investigators to interview on average five (5) people.
- Early intervention required investigators to interview on average three (3) people.
- Each vaccine exemption request took an average of two (2) hours to complete.

Key Types of Allegations in Investigations:

1. Discrimination or harassment based on Race
2. Personal/Psychological Harassment
3. Sexual Harassment
4. Disability: Failure to Accommodate
5. Discrimination or harassment based on Ethnic Origin





Human Rights Complaints at the Human Rights Tribunal of Ontario (HRTO)

Between April 2021 and March 2022, there were ten (10) complaints at the HRTO. The prohibited grounds identified were disability, age, gender and sex/ pregnancy.

Sexual Violence Policy Revision

Humber's Sexual Assault and Sexual Violence Policy (SASV) and Procedures were approved in December 2016 based on a directive from the Ministry of Colleges and Universities. The leading practice is to review such policies every three to five years. The Centre worked alongside Student Success & Engagement and the Sexual Violence Committee to review and update the policy and procedures. In 2021/2022, as a result of extensive consultations throughout Humber and the University of Guelph-Humber, the name of the policy

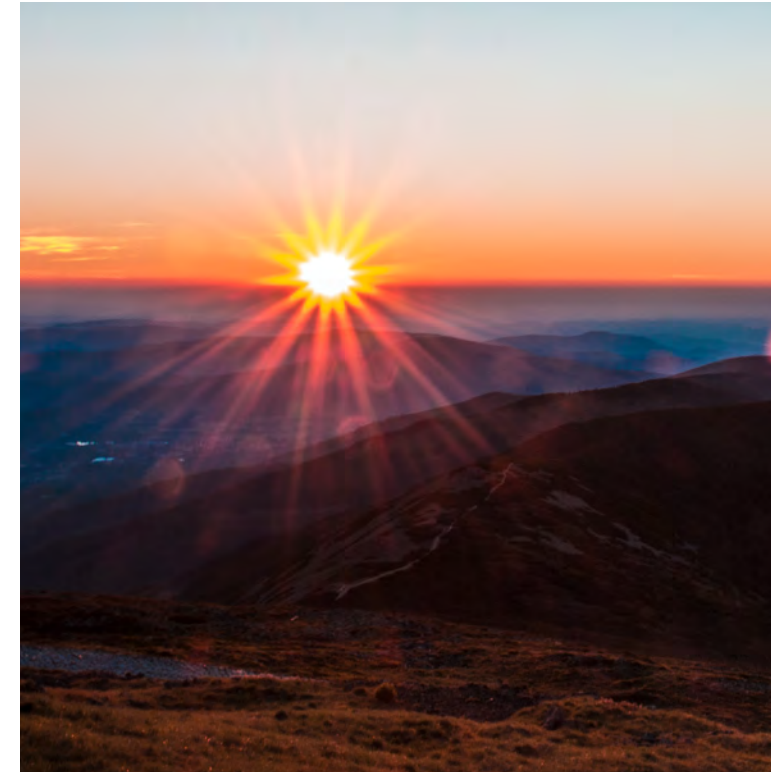
was changed from SASV to the Sexual Violence Policy (SV Policy). Feedback from an external law firm and the College community was solicited and taken into account in the finalized version of the Policy and Procedures. Specific updates include an amnesty clause, removal of irrelevant questions, a mechanism to review interim measures for both students and employees, student complainants' right to appeal in the case of sexual violence and clear reference to student employees.



Policies and Procedures

In 2022/2023 academic year, the Human Rights Policy and Complaint Resolution Procedure will be updated. The College has been engaged in a year-long meeting with Human Resources and the Faculty and Support staff unions to identify gaps in the administering of policy and procedures. This review was led by Rubin Tomlinson LLP and we look forward to addressing the feedback and revising the policy, procedure, and accompanying training modules.

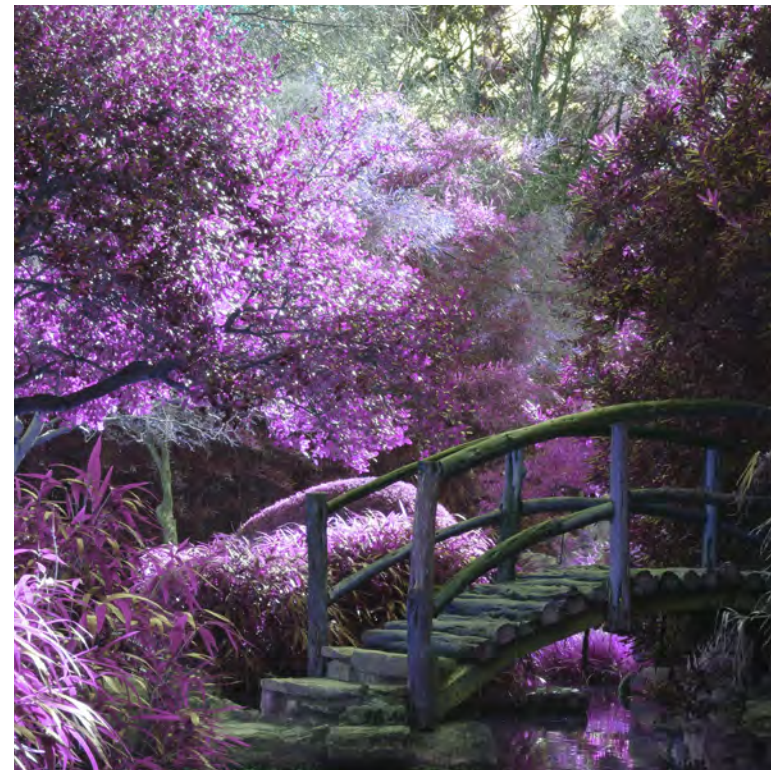
Employment Systems Review



The Centre led an Employment Systems Review (ESR) conducted by a third-party consultant, Employment Matters Consulting. The ESR examined Humber's employment policies, practices and organizational culture to identify systemic barriers to inclusion faced by Indigenous Peoples and individuals from equity-deserving groups. Additionally, fourteen (14) focus groups were facilitated throughout the institution with all relevant stakeholders.

The ESR findings will support Humber to develop evidence-based strategies to create, implement and sustain the organizational change systems and processes necessary to increase the

presence of employees from equity-deserving groups throughout all levels of the College. A final report will be issued later in 2022.





Community Partners

Equity work cannot happen in a vacuum, as such, the communities that Humber serves must have an input into advancing inclusion. The Centre continues to build relationships and collaborated on initiatives with the following community agencies:

Black Action Defence Committee (BADC)

Centre staff Nancy Simms, volunteers at BADC and the Centre awarded a scholarship in the sum of \$1000. to a Humber student who identify as Black and indicated financial need.

Dr. Wesley Crichlow sponsored the scholarship.

Council of Agencies Serving South Asians (CASSA)

Centre staff Bharat Saini, joined the CASSA Board of Directors in order to share EDI knowledge and skills.

Centre staff Patricia Suleiman is a mentor in the Blazing Trails Mentorship Program and a Board of Director at the Advocacy Centre for Tenants Ontario.

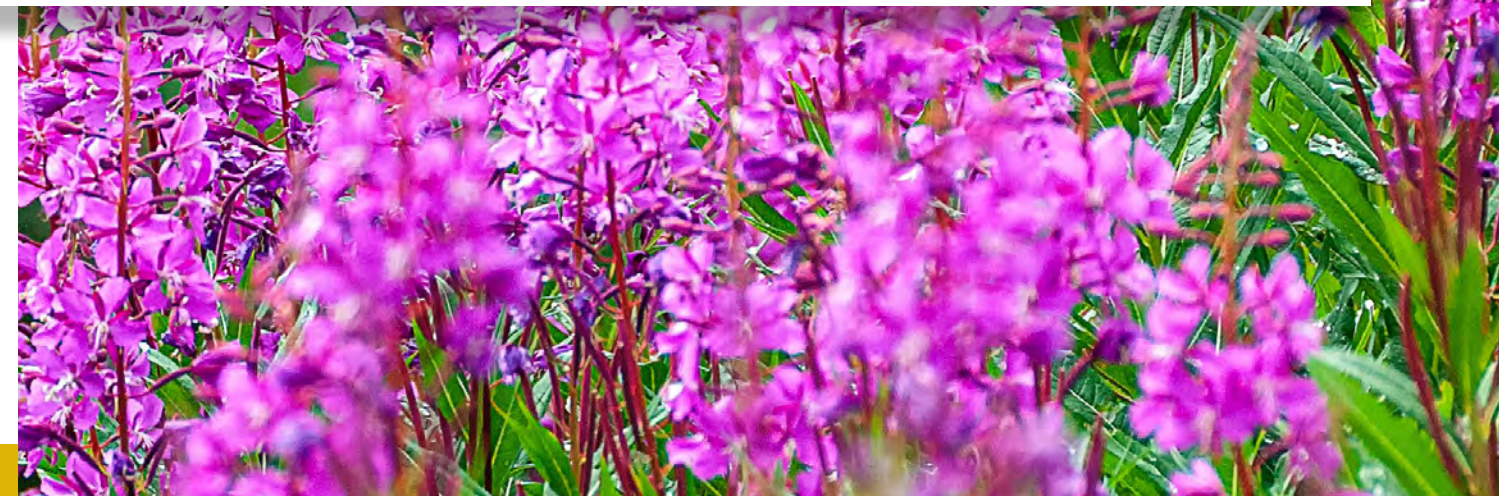
Rexdale Community Health Centre (RCHC)

Centre staff Patricia Suleiman provides human rights and EDI education at the RCHC and will be joined by Kathryn Edgett to provide EDI education to the staff in coming months.



The Centre is a long-standing member of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE) and Nancy Simms, Director, Human Rights, Equity & Inclusion is a member of CAPDHHE's Board of Directors. This year's conference, Human Rights and Equity in a Time of Emergency, was held on June 1 – 3, 2022.

On June 3, 2022, Nancy Simms was joined by Kaye Johnson, Director Human Rights, University of Windsor and Tanya De Mello, Associate Dean, Lincoln Alexander School of Law, Toronto Metropolitan University in a plenary, titled, "Fireside Chat with Canada's Human Rights Practitioners".





The Centre leads three (3) committees and is grateful to all members for their ongoing commitment and work to build a more inclusive Humber:

1. Equity and Inclusion Committee

Patricia Suleiman	Sara Hassan	Nancy Simms	Heather Black
Akanni Frederick	Aanchal Atre	Celine Gibbons-Taylor	Mona Nouroozifar
Niall O'Connor	Marianne Davitjan	Estefania Toledo	Bernie Monette
Kaitlin Phillips	Quazance Boissoneau	Meshanda Phillips	Saima Sheikh

2. Accessibility for Ontarians with Disabilities Act (AODA) Committee

Liana Acri	Hiren Patel
Sacha Ally	Jason Rouatt
Natalie Bergstrom	Caroline Samrah
Vin Berman	Nancy Simms
Katelyn Bilenduke	Amanda Soriano
Delina Coates	Lynn vanLieshout
Carina Enriquez-Cunanan	David Yen
Jennie Grimard	Michelle Moore



3. Equity, Diversity and Inclusion (EDI) Taskforce

The EDI Taskforce is led by Nancy Simms, Director, Human Rights, Equity & Inclusion, alongside support lead, Ian Crookshank, Dean of Students. The EDI Taskforce launched Humber's [Institutional Framework & Strategy](#) on April 14, 2022.

Curriculum & Programs	Campus Culture	Communication & Engagement	Access & Equity: Students	Access & Equity: Employees
Ranya Khan	Kathryn Edgett	Sacha Ally	Ian Crookshank	Patricia Suleiman
Adnan Salam	Cheri Tredree	Alain Fadel	Nivedita Lane	Derek Stockley
Aliya Dalfen	Fisseha Yacob Belay	Bridget Yard	Ekalavyan Sadasivan	Fredy Mejia
Martine Spinks	Kimberly Daniels	Catherine Dunn	Fowzia Mahamed	Jennifer Marotta
Melina Kao	Lorralene Whiteye	Ercole Perrone	Gurneet Gill	Lisa Salam-Wiseman
Michael MacDougall	Najeeb Ahmed	Regan Mancini	Jennifer Smith	Pearline Lung
Regina Hartwick	Natasha Schleifer	Jennifer DeFour	Lola Nelson	Shana Ellis
Sarah Nieman	Stephen Wong	Sadiya Chowdhury	Leah Murdock	Sonia Thakur
Sharonne Stone	Urszula Kosecka		Mary DiVito	Staci Lindsey
Vera Beletzan			Nadia Aftab	
			Nickesha Clarke	
			Samantha Ruth	
			Say Lah	
			Susan Thomas	



Deepest thanks to the Centre's team for your continued commitment and excellence.

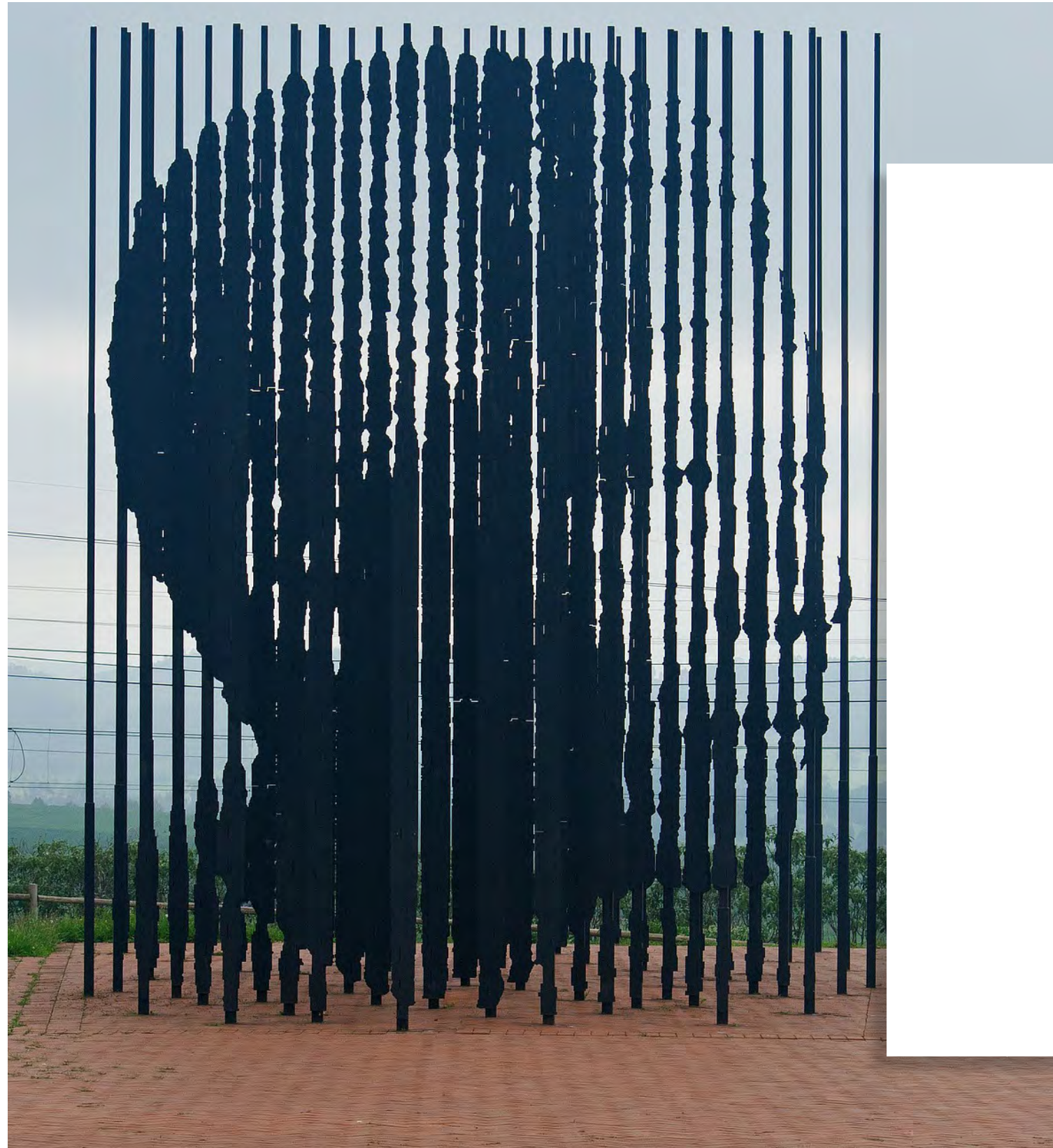
This academic year we said farewell to a number of Centre staff and wish them well as they journey along life's road:

Adam Benn
Bharat Saini
Shani Ocquaye

The 2022/2023 Centre's team includes:

Errol Cyrus, EDI Project Manager
Kathryn Edgett, Advisor, Human Rights, Equity & Inclusion
Sacha Ally, Advisor, Human Rights, Equity & Inclusion
Patricia Suleiman, Manager, Human Rights, Equity & Inclusion
Nancy Simms, Director, Human Rights, Equity & Inclusion





“The spirit of Ubuntu – that profound African sense that we are human only through the humanity of other human beings – is not a parochial phenomenon, but has added globally to our common search for a better world”

Nelson Rolihlahla Mandela

Source: <https://moreenigma.com/2018/10/31/ubuntu/>



For additional information on Humber's Employment Equity Program, please visit <http://www.hrs.humber.ca/human-rights-equity-diversity/employment-equity.html>