

AODA Committee Meeting
March 28, 2014
9:00 a.m – 11:00 a.m

In attendance	In attendance	Absent
Ahmed Abukar (AHA)	Phil Legate (PL)	Akil Annamunthodo (AKA)
Gianluca Primucci (GP)	Mike Berg (MB)	Alessia DiVirgilio (AD)
Khon Ta (KT)	Nancy Bryant (NB)	Nicole Waskul (NW)
Leah Barclay (LB)	Stephanie Latty (SL)	Scott Valens (SV)
Makram Ferawana (MF)	Heather Snell (HS)	Vanessa Silaphet (VS)
Nancy Simms (NS)	Diana Jacobsen (DJ)	Anthony Morgan (AM)
Lora Nasim (LN)	Candice Warner-Barrow (CWB)	
Tracey Maynard (TM)	Janet Lising (JL)	
Rick Follert (RF)		

Welcome, introductions, check-ins

Minutes

Approved by **HS**

New Business Arising

- **HS** suggested alternate formats for some of the more important but dense documents around academic rules and regulations. They are complex and dense and difficult to find. Ways to look at making those documents more accessible in the way that the content is explained. When students view the docs the literacy level is challenging and not clear and so the documents should be translated in a user friendly way for all staff and students.
- **NS** suggested that the documents should be accessible for the most challenged of us.
- **MB** suggested that his department is always willing to help students who are having challenges. **MB** to work with **HS** to come up with a plan.

- **NB** provided feedback on the Accommodation Procedure Policy presented by M. Fung. Comments are as follows:
 1. Accommodation is a process
 2. The definition of disability has been clarified
 3. Accommodations are meant to be individualized and the employee is active in the process to provide the accommodation
 4. Disclosure of the accommodation is kept confidential and the employee must agree to disclose if another party has to provide the accommodation.
 5. The accommodation must not impact negatively on other employees
 6. The policy will be communicated through orientation training
- **LN** asked if the computer labs are AODA compliant. The space in terms of the desk, printers, etc. **SL** Advised that it should be compliant now but **LN** will connect **SL** with Tanya Goncalves to be sure.
- **KT** mentioned that the accessibility maps are not posted on the main website where people can find the information easily. All maps should be in one location. **KT** will be liaising with Marketing to ensure that it is put back on Humber College's website main page. **LN** also suggested that the website does not give an idea/map on where you are on the site.

AODA Update

- **SL** updated committee on the Training for Educators online training. **SL** reported 76% of educators have completed the training. Waiting for the percentage of trained educators to get higher before launching the IASR/OHRC training.
- **SL** and **NS** have a meeting with the library to suggest strategies on how we can meet the needs of our students in terms of video captioning.

AODA Committee Memberships Terms

- **NS** spoke about the committee's Terms of Reference and suggested having honourable memberships for students to bridge the issues of students and bring it to the committee.
- **NS** asked members to recommend a replacement as people leave their term on the committee.
- **NS** announced that **SL** is leaving and all wished her well.

Diversity Committee's Statement – Feedback

- **SL** asked that the committee read the policy and asked for suggestions on the revisions for and feedback on the statement on Diversity and the document.

Comments

- **HS** had some questions on the first paragraph on preventative initiatives and suggested that it should address the existing needs as well. Page 3 has good language on what diversity means at Humber College but it is not referenced in the document itself so it is confusing. **HS** explained that the definitions seem to be more exclusive than what the world cloud suggests. **NS** suggested that the diversity committee is mandated to address employment equity and not sexual equity. **NS** suggested that Employment equity should be expanded to incorporate all other groups, and the same for diversity.
- **KT** the definition of what diversity means should include the 'living' environment
- **AA** suggested that having diverse faculty members that reflect the students will help students with different abilities and diversities be more successful.

Diversity & Inclusion Dialogue Speaker Series – Dr. Rachel Gorman Pre and Post PAC Questions

- **SL** mentioned that The Centre is inviting Rachael Gorman to come back to speak in one of the events.
- **NS** wants to assess ROI when the committee brings speakers in and wants to piloting a pre and post PAC where 2 questions will be asked to participants about their expected experience before the event and what have they taken back to their schools. **NS** would also like to extend the question to the schools/departments on what topics they would like addressed in the Diversity & Inclusion Dialogue Speaker Series
- **RF** would like to know if there is one main topic/trend that is circulating in the college and if the speakers deal with the challenges at a macro or micro level.
- **AA** suggested that feedback of the event should be sent a month after the event. **AA** also suggested that faculty get trained in mental health as it is invisible and how faculty can deal with in-class accommodations as they feel that it is not their issue.
- **LB** asked about how to get other people who need to be there to attend the workshops. **NS** suggested that we make it more accessible online with short information sessions which need to be communicated.
- **JL** wanted to know when to draw the line with disruptions from students, especially with mental health students. **LB** suggested that **JL** should tap into the training sessions that disability services offers with Nora Simpson. **DJ** suggested that **JL** contact Lara Hoff.

- **SL** suggested generating the questions for pre and post workshops. Some post questions should include:
 - What should inclusion look like at Humber College?
 - What action can I take to prevent psychological harassment
- **LB** suggested that some prior question should include:
 - Why are you interested in this session?
- **NS** advised that we be more overt with the speaker when we send the list of participants to them.
- **AA** suggested the question “What specific area in the topic that you would like addressed”
- **PL** suggested that Elena Ducheek should be asked to submit questions as well.

Closure:

Everyone check out

The meeting ended.