

AODA Committee Meeting
November 29, 2013
9:00am – 11:00am

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

Welcome, introductions, check-ins

Minutes

- **KT** notes that he sent regrets for last meeting and this should be reflected in the minutes.
- Approved by **LB**

New Business Arising

- **HS** asks a question regarding: field work, internships and the duty to accommodate (DTA).
- **HS** indicates that a student advised by a Disability Consultant to not reveal disability in interview for internship
- **SL** speaks to AODA compliance issues on this topic.
- **AM** speaks to Human Rights Policy and obligations on this matter, noting that it applies to internships.
- **LN** suggests getting Career Edge, career bridge professionals to work with us on this. **LN** proposes “Ability Edge” for individuals who identify with having a disabilities

- **SL** speaks about meeting with Spinal Cord Injuries of Ontario (SCIO) in the same vein. **SL** notes that she spoke with a rep from SCIO on how to navigate challenges regarding employment. **SL** suggests that they come in and speak to the Committee about internships and placements. SCIO to come to Committee's March meeting.
- **KT** references Humber's gaining of a Silver Star rating for sustainability. **KT** notes that integrating sustainability into teaching and learning is an area that Humber did well, so why not in internships and career placements?
- **MF** raises issue of students' with a reduced course load not getting to graduate with their friends. Suggests different graduation dates.
- **MB** talks of running ceremony, need to finish all requirements before crossing the stage. **MB** indicates that there are considerable logistical and operational challenges to this as graduation ceremonies are a very significant investment.
- **KT** speaks of difficulty changing graduation schedule for international students given that they would have to stay back, which creates concerns for student VISAs
- The group discussed how we can have instructors offer an assignment specifically related to AODA i.e manufacture of a hearing aid in the School of Applied Tech
- **SL** notes that in design lab windows there were assistive technology design projects
- **HS** mentions that in design programs there are different pockets where this is done, for example, there is a barrier-free design challenge. **HS** notes that she likes the proposition of gathering info on best practices on teaching. **HS** suggests that we work with the Centre for Teaching and Learning to develop a presentation at Fall showcase. It is suggested that we ask Teaching and Learning about developing a series of resources for assignments given to students. Rubrics have AODA compliance on them
- **MB** mentions that when he was in the research department AODA compliance was an ongoing concern, specifically in relation to the building code and accessibility.
- **KT** says 36 new automatic doors have been installed on campus. There is still more to be done, but it is going to be done slowly, partially because of questions around funding.

AODA Update

- **SL** has met with Public Safety and Marketing and service disruption protocol to be launched next week

Dec 3rd event

- **NW** will be giving out flyers. Other volunteers are to email **SL**. **LN** also volunteers.
- **HS** suggests that we look into planning the accessible TTC stops as Humber is now developing the North side of the Lakeshore campus.
- **KT** notes that we have a plan for development, he can provide a map that we can take to TTC to coordinate the planning of spaces and stops

Subcommittees

- Annual Reporting
 - Events subcommittee
 - Met and watched video OURCompass
 - Discussed Dec 3rd event
 - Purchasing and procurement
 - **LB** says group has met and is awaiting direction from larger committee that **SL** sits on
- Screening of OUR Compass & Discussion
 - Intro remarks by **SL** regarding intersectionality
 - **Video watched**
 - In light of the film **HS** suggests having a person sharing what a particular AODA change meant to their experience. **HS** suggests bringing a story, a narrative of a student or students. Compile a couple of voices to capture the face of and voice of those who benefit from the changes
 - **SL** notes that currently looking at incorporating experience/narrative into text of Annual AODA Report. Text is currently being considered by inclusion of videos is also an option to think about, **SL** notes.

Accommodation Funding Pool

- Is there a funding pool for accommodation of students?
- **AA** refers to program for students for students at GH for students with OSAP.
- **LN** asks question about pool whether this would be a pool for staff
- **AA** raises the point regarding how funding factors into whether an employer is willing to hire a person with a disability

- **SL** speaks to AODA requirements and how they target individual accommodation plans. **SL** regularly communicates excerpts of the accessibility-related policies.
- **MB** notes that if something is going to be developed, it's going to have to come from a central executive body re budget
- **SL** asks, is that the direction that the committee wants to move in?
- **CWB** asks whether looking at a centralized or decentralized pool for accommodation plans.
 - **SL** notes that most departments have a decentralized manner of responding to this.
- **NB** speaks to the fact that there are definitely processes for people coming back to work from injury.
- **KT** says each department and office has its own internal processes for individual employees and students, but what of having a central pool for when an elevator goes down and it needs to be fixed quick? **KT** suggests making the funding for emergency funding pool, or new initiative is the suggestion
- **AA** moves to have this discussed at next AODA Committee. Motion is seconded.

Terms of Reference for AODA

- **SL** explains that there are three year terms. If you're on the cusp of the three year term, please let **SL** know
- **AA** notes that he was told that could be on as long as want to be on the Committee
- **SL** discusses the possibility of reviewing terms of reference
- **MB** talks of importance of keeping the three year terms
- **HS** speaks of maybe having people more actively involved in sub committees as a way of keeping individuals on whose terms have expired while also allowing new and fresh personnel and ideas involved in AODA Committee work.

Closure & Check Out

- **CWB** moves to close, **LN, DJ, HS** support the motion.