



Humber College AODA Committee

Minutes

May 21, 2020, 9:30 a.m. to 11:00 a.m.

Microsoft Teams

<b>In Attendance</b>	<b>Regrets</b>
Aaron Brown (AB2)	Andrea Campea (AC)
Adam Benn (AB)	Ernie Colosimo (EC)
Amanda Soriano (AS)	John Schroder (JS)
Anne Zbitnew (AZ)	Michael Thompson (MT)
Carina Cunanan (CC)	Nancy Simms (NS)
Christopher Schiafone (CS)	Natalie Bergstorm (NB)
David Yen (DY)	Phil Legate (PL)
Hiren Patel (HP)	
Jennie Grimard (JG)	
Jessica Pilfold (JP)	
Julia Ciampa (JC)	
Karen Hortopan (KH)	
Kimberly Zammit (KZ)	
Liana Acri (LA)	
Lynn Vanlieshout (LV)	
Najeeb Ahmed (NA) in place of Alexandra Ross	
Philip Burge (PB)	
Sacha Ally (SA)	

Items	Notes
<p>Welcome and Introduction of New Members, Check in</p>	<p>AB welcomed the team. Committee members provided a brief check in and reported being well.</p> <p>The Committee thanked JP who has served on the AODA Committee for the last 4 years. JP will be leaving the Committee but Liana Acri will be continuing her work on behalf of the University of Guelph-Humber.</p> <p>The Committee also welcomed Julia Ciampa as a new committee member who will act as the representative of IGNITE.</p> <p>The Committee also welcomed new member, Christopher Schiafone who is a work study student at the University of Guelph-Humber.</p> <p>Najeeb Ahmad on behalf of the Humber Libraries will also be joining the Committee today in place of Alexandra Ross who was unable to attend today's meeting.</p>
<p>New Business</p>	<p>No new business</p>
<p>Review and Approval of Minutes: January 17, 2020</p>	<p>January 17, 2020 minutes approved by committee.</p> <p>AB2 put forward the motion, seconded by JP and supported by the Committee.</p>
<p>Follow up on To Dos (Standing Item)</p>	<p>All immediate to dos were completed in advance of the meeting.</p>
<p>Update on CHRED AODA training compliance</p>	<p>SA provided a brief update on AODA training completion statistics. There was a significant rise in the amount of AODA module completions in the month of March based on the partial</p>

	<p>mass email reminders sent out just after the lockdown began. Approximately 900 certifications were registered after the March email reminders were sent out.</p>
<p>AODA Committee: Attitudinal Barriers Module update</p>	<p>The following topics were raised and/or discussed by the Committee related to the Attitudinal Barriers Module:</p> <ul style="list-style-type: none"> <li>- Length of training is something to consider as the average online training is normally in the 20-30 minutes range. Multiple modules might be useful rather than a single longer module</li> <li>- The utilization of different media types including video and/or audio voiceovers could assist with retention of material</li> <li>- The coverage of content and additional resources was reported as being good</li> <li>- A suggestion was made that the training becomes part of the student leader trainings going on at Humber</li> <li>- A question was raised as to whether there should be an in-person training component that coincides with this online training given it deals with the deconstruction of attitudes</li> <li>- Comments suggested it was a good starting piece to build awareness of attitudinal barriers.</li> <li>- The Committee engaged in a discussion related to some of the types of attitudinal barriers related to hero worship, disempowerment, etc. and their experience with them</li> </ul>
<p>Discussion: COVID-19 and the AODA: What (if any) has the impact been on accessibility?</p> <p>Are there specific things the committee should be doing in</p>	<p>The Committee had a robust discussion on the impact of COVID-19 on accessibility and ideas as to what the Committee could be doing in response. Some of the topics of conversation included:</p> <ul style="list-style-type: none"> <li>- There are some students who are left without internet access necessary to attend remote classes. They must rely on public wifi spots which put them at higher rate of exposure by being in public. The connections are often less reliable and outages are common</li> </ul>

<p>response to COVID-19?</p>	<ul style="list-style-type: none"> <li>- The issue of PPE (personal protective equipment) was raised and who would be responsible for providing it were there a return to classes. Under what circumstances would it have to be worn and mask options that enable the mouth to be seen through a clear surface in order to facilitate lip reading</li> <li>- CS advised the group of his affiliation with the CCB (Canadian Council of the Blind) Support group which traditionally runs on Wednesday evening from 7:00pm to 9:00pm and that anyone who required supports could be directed to him for assistance</li> <li>- The group was advised that Facilities would be undergoing a project to provide signage throughout the College related to directional signs, the wearing of PPE, high traffic area notices, etc. in order to reduce congestion and potential exposure between Humber Community members on campus</li> <li>- A Letter to My Abled Friends - <a href="https://medium.com/@isabelfaithabbott/a-letter-to-my-abled-friends-e37e55c1517">https://medium.com/@isabelfaithabbott/a-letter-to-my-abled-friends-e37e55c1517</a> - This letter was discussed critiquing the rapid advancement of accessibility features during the COVID-19 crisis now that able-bodied people have come to rely on them such as remote access platforms, the support systems for those suffering from psychological issues related to the pandemic, the greater accessibility of forms and form completion procedures, the sudden availability of online free content such as concerts, educational resources, galleries, etc.</li> <li>- The following online Humber resources were made available to the Committee related to the challenges of working from home from Humber's Human Resources department: <ul style="list-style-type: none"> <li>o <a href="http://hrs.humber.ca/downloads/covid-19/Working%20From%20Home%20Tips.pdf">http://hrs.humber.ca/downloads/covid-19/Working%20From%20Home%20Tips.pdf</a></li> <li>o <a href="https://humber.ca/hroe/wp-content/uploads/2020/04/Well-being-Resources.pdf">https://humber.ca/hroe/wp-content/uploads/2020/04/Well-being-Resources.pdf</a></li> </ul> </li> </ul>
<p>Subcommittee Report Back</p>	<p>1) Resource Curation:</p>

	<p>Subcommittee members: Jessica Pilfold, Alexandra Ross, Phil Legate and Karen Horotopan and Liana Acri</p> <p>-The Subcommittee had no further updates as they recently presented to the Committee at our last meeting in January 2020.</p> <p>2) Attitudinal Barriers  Subcommittee members: Adam Benn, Jennie Grimard, Aaron Brown, Sacha Ally, Hiren Patel</p> <p>-The Subcommittee shared that they had found a member of the Humber Community that was willing to take part in the social media campaign to raise awareness of how Humber has effectively dealt with attitudinal barriers.</p> <p>3) Needs Assessment: How does accessibility affect folks that are most marginalized?  Subcommittee members: Kimberly Zammit, David Yen and Monica Khosla</p> <p>This Subcommittee had been working on enhancing signage for the E/F building elevator in order to increase access for people with disabilities that were finding it difficult to use the elevator due to the volume of traffic in the surrounding area and the use of the E/F elevator by people who many not be dependent on it. This plan has been delayed due to the lockdown and the Subcommittee will begin to reconsider its priorities. It is expected there will be a significant amount of new signage on campus in order to direct/inform the Humber community of the new physical distancing guidelines as we begin to return to campus.</p>
<p>Review of Parking Lot and Finalizing of To Dos for next meeting – Standing Item</p>	<p>1) What responsibility do members have in disseminating information – <a href="#">Can look at this in the new academic year</a></p> <p>2) The Subcommittee also advised that they considered the promotion of the barrier form and recommended that the breakdown of barrier form requests could be useful to observe trends over time - <a href="#">Ongoing</a></p>

	<p>3) A question raised is whether the contact for the barrier form should be someone besides the Director of the Centre. Also a definition of what constitutes a barrier might be helpful on the form – Nancy Simms has indicated she wants the barrier form directed to her to ensure the highest level of urgency</p> <p>4) Invitation to the Dean of Students – Ian Crookshank to an upcoming AODA meeting to raise awareness of the work being done</p>
<p>Next Meeting Date and Checkout</p> <ul style="list-style-type: none"> <li>- Friday, September 18, 2020</li> <li>- Location: Microsoft Teams</li> </ul>	<p>Committee members reported being in good spirits after having a productive meeting and an engaging discussion. They looked forward to the summer break.</p> <p>Members once again thanked JP for her longstanding commitment to the Committee and wished her the best of luck in her future pursuits and continuing to work with her on other equity related committees at Humber.</p> <p>The AODA Committee meeting dates for the 2020-2021 year were confirmed as follows:</p> <ol style="list-style-type: none"> <li>1. Friday, September 18, 2020</li> <li>2. Friday, November 20, 2020</li> <li>3. Friday, January 15, 2021</li> <li>4. Friday, March 19, 2021</li> <li>5. Friday, May 21, 2021</li> </ol>