



Humber College AODA Committee

Minutes

November 22, 2019, 9:00 a.m. to 11:00 a.m.

North Campus – LRC6104

| In Attendance | Regrets |
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| Adam Benn (AB) | Aaron Brown (AB) |
| Alexandra Ross (AR) | Anne Zbitnew (AZ) |
| David Yen (DY) | Karen Hortopan (KH) |
| Jennie Grimard (JG) | Lynn Vanlieshout (LV) |
| Jessica Pilfold (JP) | Carina Cunanan (CC) |
| Kimberly Zammit (KZ) | Michael Thompson (MT) |
| Monica Khosla (MK) | Andrea Campea (AC) |
| Sacha Ally (SA) | Ernie Colosimo (EC) |
| | Nancy Simms (NS) |
| | Amanda Soriano (AS) |
| | John Schroder (JS) |
| | Natalie Bergstorm (NB) |
| | Philip Burge (PB) |

| Items | Notes |
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| Welcome and Introduction | AB welcomed the team. Committee members provided a brief check in and reported being well. |
| Facilities Accessibility Audit | <p>Suzanne Hardcastle – A request for proposals for an accessibility audit was conducted in Spring 2019. A baseline accessibility audit for North and Lakeshore campuses was conducted by the Herrington Group in mid June, 2019. The audit was completed in November 2019.</p> <ul style="list-style-type: none"> • In many cases, the newer buildings already meet or exceed the Brock Standard e.g. CTI building • At this time, close to 2500 items have been captured in the draft audit results • Priority levels have been established to identify the most immediate concerns: <p style="padding-left: 40px;">Examples</p> <p>Priority 1 Primary entrances, Life safety, path of travel, washrooms, doorways, main signage</p> <p>Priority 2 Heights of switches, pull-stations, controls</p> <p>Priority 3 Stair nosing, toe clearance for drinking fountain</p> |
| New Business | No new business arising |
| Review and Approval of Minutes: September 13, 2019 | <p>Minutes approved by committee.</p> <p>JP put forward the motion, seconded by DY and supported by Committee.</p> |

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| Follow up on To Dos (Standing Item) | To dos were discussed and any incomplete items dealt with accordingly. |
| Update on CHRED AODA training compliance | SA provided a brief update on AODA training completion statistics and notified the Committee that reminder emails to all Humber staff would be sent out in the coming weeks. A suggestion was made to mandate staff having to redo the training annually. |
| AODA Committee Professional Development: Attitudinal Barriers | The Committee watched a Ted Talk by Stella Young entitled: “I’m not your inspiration, thank you very much” available through YouTube: https://www.youtube.com/watch?v=8K9Gg164Bsw The Committee then engaged in a group discussion regarding the issues raised during the video specifically related to attitudinal barriers. Topics included: 1) The objectification of one group for the benefit of other groups 2) The social model of disability – one is disabled more as a result of social systems that the physical disability itself |
| Setting 2019-2020 AODA Priorities: Review Priorities and SWOT Exercises - Humber Accessibility Policy - Universal Design Learning | The Committee decided that they would be moving forward on the following priorities for the 2020/2021: 1) Greater awareness of attitudinal barriers - Attitudinal barriers workshop – online format? Subcommittee members: Adam Benn, Jennie Grimard and possibly Aaron Brown 2) Resource curation: Accessibility ‘Best Practices’ for Humber staff Subcommittee members: Jessica Pilfold and Alexandra Ross 3) Needs assessment: How does accessibility affect folks that are most marginalized? Focus groups Subcommittee members: Kimberly Zammit and David Yen |

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| | Hopefully group members will be able to meet with their subcommittees prior to the next AODA Committee meeting in January 2020. |
| Next Meeting Date and Checkout - Friday, January 17, 2020 - Location: North Campus, Learning Resources Commons (LRC) 6104 - Presidents Boardroom | Committee members reported being in good spirits after having a productive meeting and an engaging discussion. They looked forward to working within their respective subcommittees. |