



# AODA: Realizing Diversity and Inclusion at Humber

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MERHABA  
SELAMAT DATANG  
SERDECZNIE WITAMY  
SHALOM

**Bienvenue**

SVEIKI ATUYKE  
TERE TULEMAST  
VALKOMMEN  
VELKOMMEN  
VITAYEMO  
VITEJTE  
VXODITE  
WELKOM  
WILLKOMMEN  
WITAMI  
YIASOU  
ZAXOD'TE



**Welcome**

AFIO MAI  
ANEEN  
BEMVINDO  
BENVENUTO  
BIENVENIDO  
CHAO MUNG  
CROESO  
EMMEDI  
FAILTE  
HEJ DO  
HOSGELDINIZ  
ISTEN HOZOTT  
KARIBU  
KHUSH HAMDEED  
LAIPNI LUDZAM

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## Diversity and Inclusion

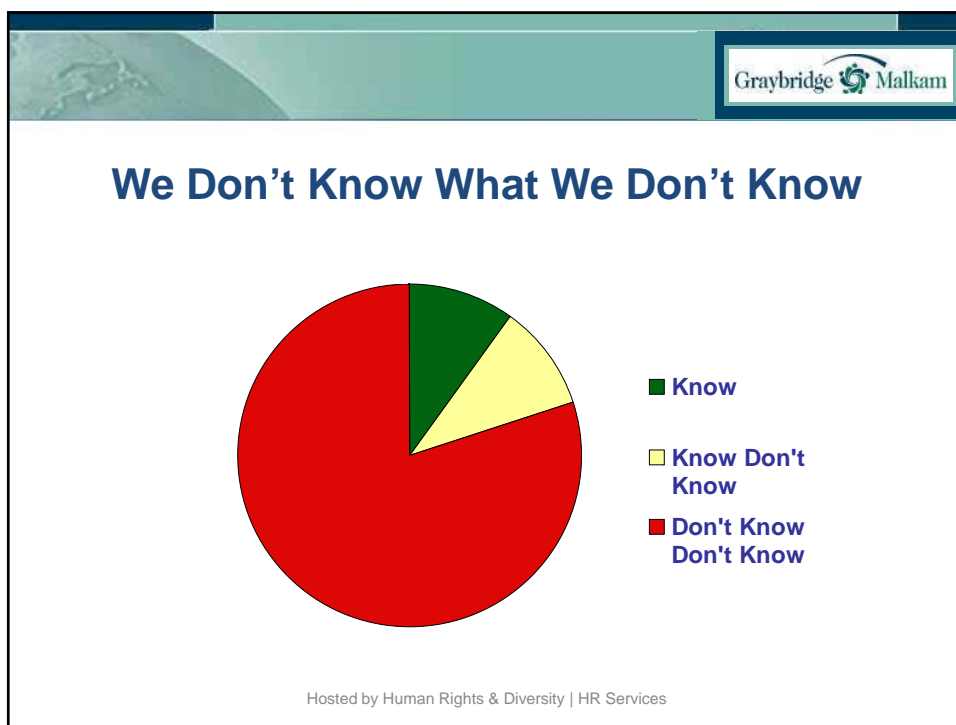
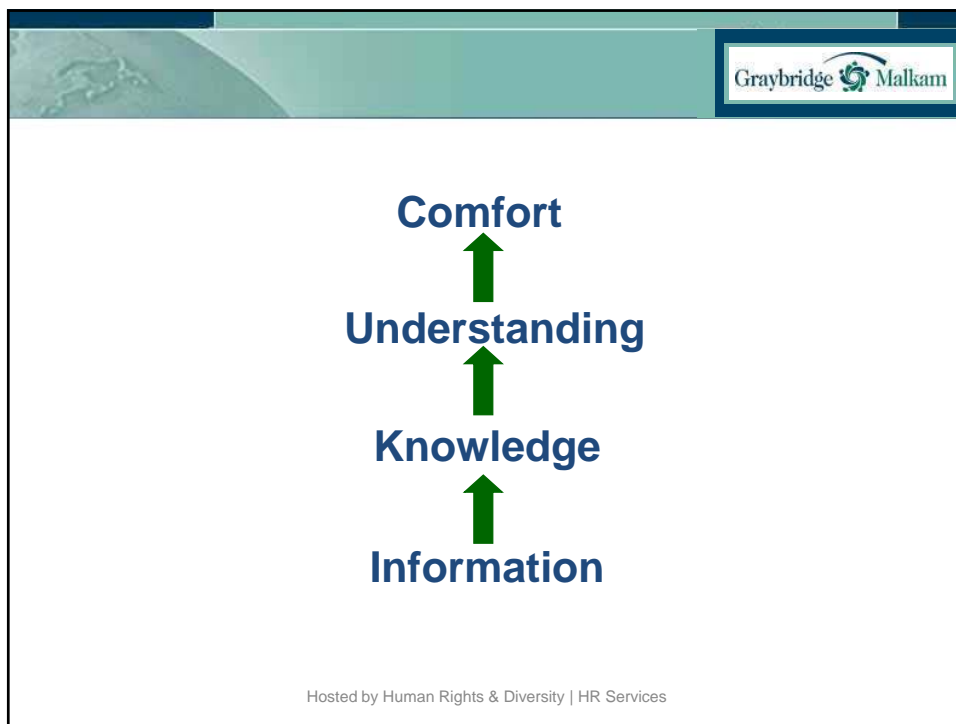


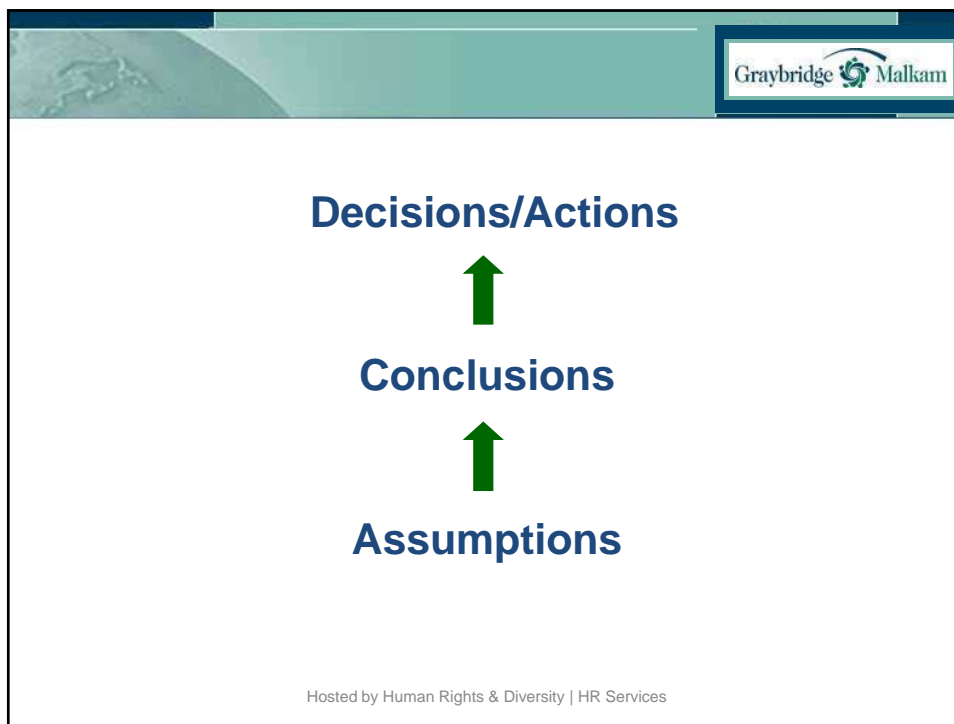
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**“We need to be more comfortable with the uncomfortable and less comfortable with the too comfortable.”**

**(Author Unknown)**

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**Graybridge  Malkam**

<b>Universal Declaration of Human Rights</b>	
<b>Federal Legislation</b> Canadian Charter of Rights & Freedoms Canadian Human Rights Act	
<b>Provincial Legislation</b> Ontario Human Rights Code	
<b>Accessibility for Ontarians with Disability Act</b> Customer Service Standards Compliance	
<b>Students' Responsibility</b>	<b>Faculty's Responsibility</b>

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Goal of AODA



Businesses and organizations that provide goods and services, including Ontario's 24 Colleges of Applied Arts and Technology, will have to meet the standards with the goal of making Ontario fully accessible by 2025.

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Graybridge Malkam

## Acquiring the Diversity & Inclusion Mindset



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## A Paradigm Shift



- Attitudinal shift and increased efforts by all professions to become more aware of disability issues.
- Communities, policies, programs and services are supposed to be designed to address the needs of everyone, but the reality is that many people are still excluded.
- Barriers faced by persons with disabilities also have a negative impact on their families, friends, caregivers and colleagues.


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## Workplace Myths and Hiring Challenges



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## Myth 1

Considerable expense is necessary to accommodate employees with disabilities.

**"We Can't Afford It."**


70% of accommodation cost less than \$500 and  
20% cost nothing at all.

Source: Job Accommodation Network



- **Set up organization-wide accommodation budget.**
- **Open dialogue is the key! Meet with your employees to discuss accommodation options and ideas.**

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## Myth 2

Invisible disabilities are just an excuse for irresponsible, unmotivated or lazy people.

Learning disabilities are caused by neurological impairments - not character flaws.

Resource: Center for Adult and Youth with Disabilities



**Improve work-life balance and support systems.**

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### Myth 3

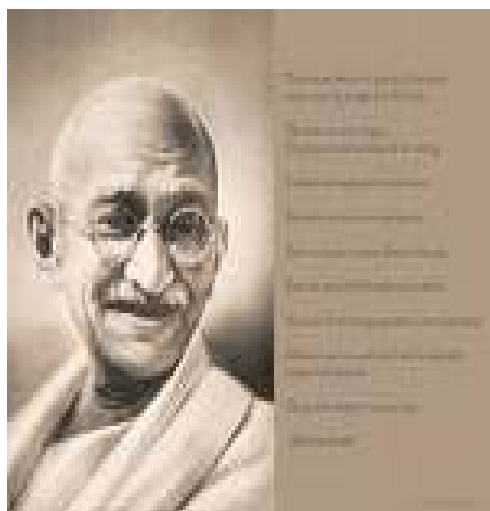


Students/Employees with disabilities miss work at higher rate than others.



Studies show no greater absenteeism rate than able-bodied students/employees.

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“Be the change that you want to see in the world.”

*Mohandas Karamchand Gandhi*

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ACIU  
AR KUN  
ARIGATO  
CHOKRAN

SHENORH  
SHUKRIA  
SIPAS  
SIYABONGA  
TACK  
TAKK  
TANAN  
TASHAKUR  
TAZIM  
TAUBUT  
TERIMA KASIH  
TIKA HOKI

DANKIE  
DEKUJI  
DZIEN KUJE  
GRAZIE  
KIITOS  
KOSZONOM  
M GOI  
MAMNUUN  
MERCES  
MIKWEC  
OBRIGADO  
PALDIES  
SALAMAT PA

TODAH RABAH  
TROK CHI  
TSUBA KOR  
ULFAAD'D'A  
VALAREY NANHI  
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