AODA: Realizing Diversity and Inclusion at Humber

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Diversity and Inclusion

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

(Author Unknown)
Comfort

Understanding

Knowledge

Information

We Don’t Know What We Don’t Know

Know

Know Don’t Know

Don’t Know Don’t Know
### Decisions/Actions

1. **Assumptions**
2. **Conclusions**
3. **Decisions/Actions**

### Framework for Inclusion

#### Universal Declaration of Human Rights

#### Federal Legislation
- Canadian Charter of Rights & Freedoms
- Canadian Human Rights Act

#### Provincial Legislation
- Ontario Human Rights Code

#### Accessibility for Ontarians with Disability Act
- Customer Service Standards Compliance

<table>
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<tr>
<th>Students' Responsibility</th>
<th>Facultys' Responsibility</th>
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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.

Acquiring the Diversity & Inclusion Mindset
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.

Workplace Myths and Hiring Challenges
**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.

**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.
Myth 3

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

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

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

Mohandas Karamchand Gandhi
Thank You

Merci

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