



THE CENTRE FOR
HUMAN RIGHTS
EQUITY & DIVERSITY
HR SERVICES



ANNUAL REPORT 2013 • 2014



INCLUSION
STUDENT CENTRED
EXCELLENCE
INNOVATION
SUSTAINABILITY

INCLUSION
STUDENT CENTRED
RESPECT
RESPECT
SUSTAINABILITY

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Nancy Simms
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**IT IS NOT THE STRONGEST
OR THE MOST INTELLIGENT
WHO WILL SURVIVE
BUT THOSE WHO CAN
BEST MANAGE CHANGE.**

- Charles Darwin -

A C K N O W L E D G E M E N T S

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T A B L E O F C O N T E N T



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Message from **Christopher Whitaker**

Humber continues to build a postsecondary institution that is the first choice for students and employees at local, national and international levels. As such, the college aims to attract and retain top faculty and employees who will work alongside all students to achieve their success. With the changing landscape in Canada and the increasing global presence of students in the postsecondary sector, it is imperative that the employees at Humber reflect and understand the myriad of cultures, races, abilities, creeds, ethnicities, genders, age groups, learning styles, sexual orientations, and gender identities of its diverse student body. This is no easy task. I applaud the HR Services Department for their commitment to work alongside the College in attracting the best talent that exists throughout Canada's diverse population.

Faculty and employees continue to meet our vision of enabling Humber graduates to develop the knowledge and skills that they need to be successful, both professionally and personally. These are key goals we know and value at the College. I have reiterated them below as reminders for us all.

At Humber, we know that diversity unlocks and enriches innovation. At Humber, we know that for any institution to be sustainable in the decades to come, it must attract and retain a diverse student and employee body. At Humber, we know that to meet our commitment of a learner-centred institution, we must understand and respond equitably to the needs of our diverse student body and work towards strengthening inclusion throughout the College. At Humber, we know that to live up to our value of respect, we must take the time to learn and understand the lived experiences of our diverse students and employees and respect the differences that exist among us all. Finally, we know that excellence is Humber and we are Humber.

Yours sincerely,

Chris Whitaker
President and CEO



The Year-at-a-Glance from the **Vice-President Human Resources**

At Humber College, we recognize equity and diversity as key factors to building an inclusive learning, working and living environment. To enable our students to thrive in a global marketplace, we know that a diverse workforce that reflects the unique attributes of our student body is critical.

Humber's HR Services Strategic Plan 2013.2018 highlights its People Promise in which we have reiterated that "Human Resources Services will work alongside the Humber community to ensure that Humber contracts, develops and retains outstanding diverse people who are in the right place at the right time." The goal being that "Humber College must be recognized as an employer of choice and inclusion must permeate our culture in everything we do." This is no small feat. How do we plan to do this? Already, we have the infrastructure in place. Humber has some of the most acclaimed and dedicated academics in the world, our support and administrative staff are highly accomplished and most important, we all are committed to student success. It is in tilling the soil that the Centre for Human Rights, Equity & Diversity helps us to prepare for the road ahead.

The Centre continues to blaze new heights in the areas of human rights, equity and diversity education work in Canada's post-secondary sector. This year's annual report highlights some of the key projects, accomplishments and forward thinking that we can all be proud of. For example, this year, the Centre provided human rights-related education and training to approximately 5,059 participants, including employees and students. Additionally, Centre staff presented at two important conferences; namely, the Inclusion Day Conference at York University and the 2014 National Conference of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education. There is much more for you to read about in the remainder of the report and I encourage you to do so.

We move forward, energized and renewed to continue building a stronger and inclusive Humber College. I invite you all to join us in this journey.

Onwards,

A handwritten signature in black ink that reads "Deb McCarthy". The signature is stylized and cursive.

Deb McCarthy

2013. 2014:

A Year of Enhancing Humber as a Polytechnic through Education and Community Partnerships

The 2013.2014 academic year marked the Centre for Human Rights, Equity & Diversity’s (the Centre) second year as a Centre of Excellence in the area of human rights, equity and inclusion in the post-secondary sector. Following last year’s theme to ‘deepen the roots’ of human rights, equity and diversity throughout Humber College, this year the Centre prioritized education and training as the primary vehicle for transformation and change.

Diversity, Inclusion and Equity Education: Critical to Humber’s Success as a Learning Institution

This Annual Report details the success of the Centre in training an outstanding number of Humber students and employees in human rights education and action. The education provided by the Centre expanded beyond the College’s walls to include local and international partnerships. By committing to human rights, diversity, equity and inclusion through education in this way, Humber continues to distinguish itself as a leading polytechnic in Canada.

Humber students and employees are the College’s most valuable assets. Accordingly, growth, innovation and sustainability depend on the College’s ability to maximize the strengths of its people. Humber’s ‘people’ are diverse. The College’s diversity exists in myriad ways, including race, gender identity, sexuality, age, creed, ethnicity, socio-economic status and ability. Recognizing and respecting such differences is the cornerstone of all successful post-secondary institutions and it shows a commitment to inclusion. Inclusion aims to remove categories of “us” and “them” by creating integrated and engaged communities that embrace the diversity that exists among its people.

Building an inclusive environment is often challenging, because it means that traditions and customs in the learning and working environment that were once acceptable or assumed appropriate must change. For example, in order to become a more inclusive institution, Humber has embraced the concept of ‘equity,’ which is concerned with providing unique services and opportunities that each student and employee may require to excel. Humber’s service providers recognize and know that treating students and employees in the same way does not result in equality. Despite the challenge of change, inclusion yields far greater returns in productivity, innovation and competitive advantage for all institutions. The Centre recognizes that diversity, equity and inclusion must be pursued simultaneously to maintain Humber’s long-term success. The Centre is committed to ensuring that diversity and equity are instilled as values throughout Humber’s inclusive culture.

“It is community engagement of this kind which allows an institution such as Humber to foster a deeper measure of cultural proficiency within its personnel. I am aware that the folks in the Centre for Human Rights understand this and I applaud them for this sophisticated stance.”

Trevor Massey
Past President, Wolmer’s Alumni Association Toronto

Aboriginal Canadians, recent immigrants and persons with disabilities have traditionally been under-represented in the labour force. By removing barriers to labour market participation by underemployed groups, Canada and Ontario would be tapping into a significant potential source of skilled labour to meet the current and future demands of the labour market.

Humber College
2013-2018 Strategic Plan



Asian Heritage Month, 2014

Aligning Strategic Goals toward Diversity, Equity and Inclusion

This academic year marked the beginning of the current five (5) year strategic planning cycle at the College. Humber College's 2013-2018 Strategic Plan sets the College on a course to enhance student success by employing the three following strategic priorities:

1. **Strengthening** the College's Polytechnic Identity;
2. **Sustaining** a Focus On Teaching; and
3. Learning Excellence and **Maximizing** the Impact of Partnerships.

In alignment with these strategic priorities, the HR Department has affirmed its statement of purpose: "As change champions, we build capacity for student success with diverse and engaged employees." The HR Department has made four (4) Promises to the Humber Community in order to achieve its purpose:

1. **Culture Promise:** HR ensures that Humber promotes a learning organization culture geared to employee and student success;
2. **People Promise:** HR ensures Humber attracts, develops and retains outstanding and diverse people who are in the right place at the right time;
3. **Change Promise:** HR provides proactive and innovative solutions that drive Humber's high performance; and
4. **Continuous Improvement Promise:** Leveraging the development of a new human resources management system, leading HR practices and HR team development.



During the 2013.2014 academic year, the Centre developed a five (5) year business plan that aligns with the strategic priorities of the College and the HR department in the following ways:

The Centre's Accomplishments Align with the College's Strategic Plan	The Centre's Accomplishments Align with the HR Department's Strategic Plan
<ul style="list-style-type: none"> • The College holds 'respect' and 'inclusion' as 2 of its 6 values. The Centre helps the College integrate these values by assuring the delivery of education that increases employee and student awareness of their rights and responsibilities as set out in the Ontario Human Rights Code, and Accessibility for Ontarians with Disabilities Act (AODA). 	<ul style="list-style-type: none"> • The HR Department's stated purpose is to be 'change champions' who build capacity with diverse and engaged employees. The Centre is responsible for the coordination and management of Canada's most recent change-based equity law, the AODA. Additionally, change is at the core of the Centre's purpose and daily work. The Centre's role is to assist employees and students do things equitably.
<ul style="list-style-type: none"> • The College seeks to "ensure an exceptional student experience for a diverse student body." The Centre assists Humber faculty in creating inclusive and equitable educational environments by providing one-on-one coaching, early interventions, alternative dispute resolution strategies and restoration-focused human rights investigations. 	<ul style="list-style-type: none"> • One of HR's Core foundational services is to "build positive workplace relationships, and promote respectful dispute resolution" while finding creative solutions. The Centre values the relationships between and among students and employees at the College. Moreover, it provides resolution services aimed to repair and strengthen those relationships.
<ul style="list-style-type: none"> • The College emphasizes the importance of "creative connections with education and community partners." The Centre's leadership position in the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE) and its sustained partnership with key community-based organizations helps to attract students and employees. 	<ul style="list-style-type: none"> • The HR department seeks to continue to develop leading practices in recruitment, retention and recognition of outstanding staff and promote an inclusive and non-discriminatory workplace. The Centre monitors the College's voluntary adherence to the Employment Equity Act and encourages schools and departments to increase their capacity for equitable hiring.
<ul style="list-style-type: none"> • The College recognizes the importance of employees feeling valued for their contributions to employee success. The Centre spotlights diversity champions who contribute on the Diversity and AODA Committees and in their respective schools and departments. 	<ul style="list-style-type: none"> • The HR department seeks to establish Humber as an employer of choice. The Centre helps to build the groundwork for the privilege of this title by providing education and training opportunities for Humber employees to enhance inclusion throughout Humber's learning, working and living environment.

Over the next five years the Centre will continue to work with the Humber community to identify and remove systemic barriers that prevent inclusion and equity at the College. In doing so, the Centre will continue to do its part to ensure that Humber is recognized as the College of choice to a diverse range of national and international students, and an employer of choice among a diverse range of prospective employees.

Meeting the Strategic Priorities of the 2013.2014 Academic Year

This Annual Report highlights some of the key accomplishments made by the Centre during the 2013.2014 academic year as it achieved its strategic priorities. The Centre invites you to read the report and looks forward to your contributions in building a stronger Humber.

Priority 1: Enhance Diversity and Inclusion throughout the College

Education & Training: A Return on the College's Investment

Human Rights education and training continues to be two of the key mechanisms used by the Centre to assist the College to increase inclusion. Human rights education and training assist the College to address the demographic, legal and social changes that all post-secondary institutions face. The following additional changes have led to an increased need for information and understanding of the rights and responsibilities of students and employees:

1. The addition of 'gender identity' and 'gender expression' as grounds of discrimination in the Ontario Human Rights Code;
2. The newly released policy on Removing the Canadian Experience Barrier; and
3. The direct-access approach to hearing human rights complaints at the Human Rights Tribunal of Ontario.

The Centre's robust approach to increasing inclusiveness throughout the College begins with ensuring that every student and employee is aware of their obligations under Humber's Human Rights Policy and the Ontario Human Rights Code.

Training and education are tied to the College's strategic goals, and evaluation of the Centre's training program provides an assessment of the College's progress. This year, the Centre strengthened the way it measures improvement in participants' awareness, knowledge and skills related to human rights and inclusion. Needs assessments were conducted for all custom training sessions, with a focus on meeting the unique learning objectives of the school or department that placed the request.

This investment in education and training resulted in a significant return for the College. The Centre is proud to announce that it received no human rights applications from the Human Rights Tribunal of Ontario on any matter in which it had an opportunity to intervene. Increased contact from students, faculty and employees who attended the human rights training provided opportunities for the Centre to engage in early intervention into potential human rights complaints. This accomplishment suggests that the Centre's education program and early intervention focus have effectively addressed human rights concerns raised during the current academic year.

In an effort to continue this trend, the Centre provides ongoing educational offerings to enhance a culture of inclusion at the College. This year, the Centre provided training to over 5,000 participants. The table below details the Centre's training and educational initiatives together with their outcomes.

... [A]n employer should take steps to make sure that all employees know about and can identify the types of discrimination. A best practice is for this to be done for all employees through training and education provided as part of the human rights strategy and on an ongoing basis...
Human Rights at Work (2008)
s.12.c

Ontario Human Rights Commission

TRAINING	NUMBER OF PARTICIPANTS
Human Rights Education and Action Workshops	1122
Sexual Assault and Prevention Training	1041 (students)
Diversity and Inclusion Dialogue	1096
Accessibility for Ontarians with Disability – Online Training for Educators	1800
TOTAL	5059

Table 1: Education & Training Statistics for Human Rights Education and Action Workshops

Participants' Status	Number of Participants
Students	450
Faculty	382
Administration Staff	131
Support Staff	159
Total	1122

SAMPLE EVALUATION FEEDBACK

“I have a better understanding of my roles and responsibilities to ensure an inclusive environment at Humber.”
- Administration Staff -

“I have an increased understanding of Humber’s Human Rights Policy.”
- Faculty -

“I have learned how psychological harassment impacts colleagues in the workplace and therefore will be mindful of behaviour”
- Support Staff -

“I better understand that personal changes must be made before larger and more profound changes are made in my department.”
- Administration Staff -

Sexual Assault Prevention Training

The Centre collaborated with the department of Student Success and Engagement to promote sexual assault prevention. At the beginning of each academic year, students living in residence are required to attend a training session on sexual assault prevention. The training session entitled, “Can I Kiss You?”, emphasizes the need for consent, clear communication, boundaries and bystander intervention in the negotiation of sexual encounters. This year, approximately 1,041 students attended four sessions held at both the North and Lakeshore campuses.

Diversity and Inclusion Initiatives

Diversity & Inclusion Dialogues

The Diversity & Inclusion Dialogues are learning sessions delivered by external speakers who are experts in various diversity and inclusion-related disciplines. The Centre delivered 10 Diversity and Inclusion Sessions to 1,096 participants. The topics addressed this year included: Prevention of Psychological Harassment and Bullying by Cory Boyd LLB; A New Possibility of Difference: Leveraging Diversity by Dr. Martin Davidson; and Intersectional Experiences of Classism, Racism Sexism and Homophobia in Postsecondary Education by Dr. Karleen Pendleton-Jiménez.

Working Toward the End of Violence Against Women

In collaboration with Humber Students’ Federation (HSF), the Diversity Committee hosted a Day of Remembrance and Action on Violence Against Women on December 6, 2013. Humber faculty Sharonne Stone (M.A., M.Ed.) delivered the keynote address to 63 Humber students and employees. Deb McCarthy, Vice-President Human Resources, led the signing of a Humber banner on which attendees confirmed their commitment to identifying and interrupting the various forms of violence against women and children.

Honouring Black History Month

For Black History Month 2014, the Diversity Committee hosted a two-day International African Inventor’s Museum dedicated to the Memory of Nelson Mandela. The Museum attracted over 700 public school students who viewed the exhibition and toured the College. Opening remarks were provided by Mitzie Hunter, MPP for Scarborough-Guildwood and Associate Minister of Finance. The Honourable Jean Augustine, who was responsible for inaugurating Black History Month in Canada, was awarded an honorary certificate from Humber College.



Dr. Awad Ibrahim, PhD
The Politics of Becoming Black: Enhancing the Success of Black Students Workshop



Intersectional Experiences of Classism, Racism, Sexism and Homophobia in Postsecondary Education Workshop, presented by Dr. Karleen Pendleton Jimenez, PhD

Priority 2: Position Humber as a Distinctive Provider to the Diverse Communities it Serves by Enhancing Humber's Responsiveness to Global Demographic Shifts

Diversity Committee and Community Collaboration

The Humber Diversity Committee (HDC) promotes leadership, innovation, collaboration and information sharing on matters related to Employment Equity and Diversity within the College. The HDC provides assistance to members of the College community in their roles as effective change agents, strategic planners and leadership developers.

The HDC is committed to building and fostering an inclusive environment and acknowledges that systemic and institutional discrimination exists within Canadian society. Thus, guided by the principles of the Employment Equity Act, the Committee is required to work within Humber College to increase representation of the four designated groups: Aboriginal peoples, people with disabilities, visible minorities and women. The Committee also works to increase sexual diversity amongst the College's student body and employees.

The HDC members attend a number of community events throughout the year in order to make Humber's commitment visible to its wider community and to promote Humber as the College and employer of choice. This year, Committee members attended several community events including the Annual Ontario Black History Society Brunch, Council of Agencies Serving South Asians Gala, and the Black Business and Professional Association's Harry Jerome Awards.

Humber Adds Value to a Learning Community in Accra, Ghana, West Africa

In 2012, the Centre's Director participated in Humber's Uniterria program. While on her mission to assist the agency, Child Rights International, to develop effective HR policies, she fostered an international relationship with Ropak Educational Complex, a small school located in the Onwe-Ejisu Ashanti Region of Kumasi.

Upon the Director's return, Associate Dean, Avril Carnovale, along with other Diversity Committee members, spearheaded a fundraiser that raised over CA \$4,000 for the school. The funds went toward repairing the floors and ceilings, acquiring new furniture and desks and building a library, staff room and computer room. The remaining funds paid tuition fees for eight students. The Committee is pleased to note that one of the rooms repaired by the funds is named after Humber College.

Undoubtedly, the entire village, Onwe-Ejisu, and the Region of Kumasi has knowledge of Humber's contribution. The metaphor "sowing of seeds" fits aptly. The children who are currently attending this school will become adult learners who can appreciate that diversity and inclusion go beyond national borders. Most notably, Humber hosts a significant number of students from Ghana. In return, the College has gained international recognition that will provide it with opportunities to increase its capacity for innovation, sustainability and inclusion. A win-win return on investment all around!



Collaboration with other Post-Secondary Institutions

Humber remains on the cutting edge of human rights, equity and diversity, in part, through the Centre's collaborations with post-secondary institutions in Ontario. This year, the Centre participated in York University's 5th Annual Inclusion Day Conference, and presented "The Roots of Youth Violence: Implications for Ontario's Polytechnic Institutions." The Centre also delivered the popular seminar, Managing Difficult Classroom Moments, at the Annual National Conference of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE) hosted by the University of Manitoba. This hands-on and participatory workshop provided attendees with a framework to use in order to anticipate, analyze and effectively respond to emotionally-charged conflicts based on race, religion, sexual orientation and other human rights grounds, when they emerge in the classroom. The Centre will be leading the next CAPDHHE conference scheduled for May 20 to May 22, 2015, as discussed below.

Priority 3: Ensure Legislative Compliance

Accessibility for Ontarians with Disability – Online Training for Educators

Humber is committed to providing an accessible learning, working and living environment for the Humber community. The College’s goal is to create a community that is inclusive of all persons, and which equitably supports all members of the community. The College continues to work on meeting all AODA requirements.

Under the Information and Communications Standard of the AODA (2005), Humber College is required to provide educators with accessibility awareness training related to accessible program or course delivery and instruction. This requirement applies to “educators,” which the legislation defines as “an employee who is involved in the designing, delivering, or instructing of courses” and includes all Faculty members, curriculum developers and tutors. All full-time, part-time, sessional and contract Humber employees who are responsible for the design, delivery and/or instruction of courses are required to complete the Accessibility Awareness Training for Educators AODA (2005) online module.

To date, 1,800 individuals have completed the training. In August 2014, the Centre will launch the AODA/Human Rights training. This training is mandatory for all individuals who work in the post-secondary sector in Ontario.

Humber’s 23-member AODA Committee is led by, and works with, the Centre to enhance accessibility throughout the College. The Committee aims to meet the goals and objectives of the College’s Multi-Year Accessibility Plan 2013.2016, which can be found in the “Accessibility Reports” section of the Centre’s website, under the “AODA Committee” tab.

Employment Equity

The College continues to voluntarily comply with the Employment Equity Act (EEA). The table below highlights the statistical representation of the four designated groups according to employee status on December 31, 2013. The designated groups are not discrete. Therefore, an individual who identifies as a woman may also identify as a person with a disability.

Count on December 31, 2013	Total # of Staff	Aboriginal	Disability	Women	Visible Minority
Faculty	561	1 - 0.002%	24 - 4.2%	264 - 47%	82 - 14.6%
Administration	293	4 - 1.36%	8 - 2.73%	196 - 66.9%	60 - 20%
Support	563	5 - 0.89%	15 - 2.7%	372 - 66%	174 - 30.9%
Senior Management President & VPs only	8	0 - 0%	0 - 0%	5 - 62.5%	1 - 1.25%
Total	1425	10	47	837	317

The post-secondary sector in North America continues to be challenged in achieving a statistically reflective body of employees. A diverse and reflective hiring pool of applicants leads to increased diversity in the group of successful candidates. In their 2013.2018 Strategic Plan, the HR Department has committed to increasing the diversity of their applicant pool. The Centre, along with the Diversity Committee, will be implementing specific strategies to attract a highly-qualified diverse pool of applicants, while working with the College to increase the retention of all qualified applicants.

We need to measure (both qualitatively and quantitatively) the progress of faculty of color as closely as we can to remain fully accountable, informed, and helpful. We need to ensure that the culture at our Universities [and Colleges] is hospitable and sensitive to the needs of faculty of color—and we need ways to measure and monitor this. Measuring progress also means attempting to find the best data (again, quantitative and qualitative) on “barriers” to recruiting, retaining, and advancing faculty of color.

E. Thomas Sullivan
The Importance of a Diverse Faculty

Priority 4: Enhance Timely Complaints Resolution

Human Rights Program

One of the key mandates of the Centre is to prevent human rights violations, which it exercises through its assertive early intervention program. In addition to prevention education offered throughout the year, the Centre markets its early intervention program to all employees in order to interrupt and stop human rights violations at their onset. This early intervention program has been highly successful.

During the 2013.2014 academic year, Centre staff worked on 85 cases, including human rights investigations and early interventions. In each case, individuals either participated in a mediation using the Alternative Dispute Resolution Model, or provided coaching to individuals in order to address potential human rights violations. For example, the Centre provides support to students who need assistance in understanding the consequences of their behaviours within a Canadian learning environment. This is particularly important for students who need to ‘unlearn’ certain behaviours in order to prevent potential human rights violations. Additionally, Centre staff addressed 39 disability-related issues brought to the Centre’s attention. This early intervention avoided complaints being brought to the Tribunal.

None of the complaints dealt with by the Centre during the 2013.2014 academic year proceeded to the Human Rights Tribunal of Ontario. The human rights grounds most frequently cited in these conflicts were: sexual harassment, discrimination based on race, gender and/or disability, and psychological harassment.



For an organization to improve performance and results, it must be able to attract, motivate, and retain high-potential employees—including [people] from all backgrounds and walks of life.

...[F]air employment practices allow organizations to more effectively attract, motivate, and retain the most qualified talent.

The Diversity Scorecard: Evaluating the Impact of Diversity on Organizational Performance

Edward E. Hubbard

The Diversity Scorecard... Evaluating the Impact of Diversity on Organizational Performance



Dr. Martin Davidson, PhD
A New Possibility for Difference: Leveraging Diversity Workshop

The costs of defending against a claim, all the way to the end of proceedings, before a court or tribunal, may be major if the employer uses lawyers.

Human Rights at Work (2008)

s.12.e.1

Ontario Human Rights Commission

“Thank you for your words of encouragement. I will always hold on to them.”

- Message from a Humber student after an early intervention by the Centre.

The path forward...

Education and Training

Actualizing the Human Rights Policy

Designed in 2008 and revised monthly throughout every academic year, the Human Rights Awareness and Action Workshop offers employees an opportunity to deepen their knowledge of human rights terms and concepts and to understand their rights and responsibilities pursuant to Humber's Human Rights Policy and the Ontario Human Rights Code. Workshop evaluations in recent years have increasingly called for further opportunities to explore human rights conflicts which frequently arise in departments and classrooms. In response to this feedback, the Centre will increase its training offerings to include sessions that provide direction on how to follow the guidelines set out in the Policy when these concerns arise. Participants at this training will analyze a case study drawn from an anonymized human rights complaint, and will be asked to identify issues and prevention strategies to resolve the human rights concerns. The Centre will also launch an online training designed for Humber students.

Policy Development

Gender Diversity Policy

In May 2012, 'gender identity' and 'gender expression' were added to the 15 grounds of discrimination identified in the Ontario Human Rights Code (the "Code Grounds"). In the 2013.2014 academic year, the Centre drafted a Gender Diversity Policy that outlines employees' and students' responsibilities related to gender identity and gender expression. The proposed policy will supplement the existing Human Rights Policy and Complaint Resolution Procedure of the College. The policy is expected to be adopted in the 2014.2015 academic year.

Sexual Harassment Policy

Humber's Human Rights Policy prohibits discrimination and harassment based on the Code Grounds. Sexual harassment is a form of discrimination that is encompassed in the Code Ground of "sex." Apart from being a violation of the Ontario Human Rights Code, sexual harassment can cause significant damage to working and teaching relationships, employee and student productivity and the advancement of inclusion at the College. To provide further support and direction to the College community, the Centre will be developing a sexual harassment policy for the College that will additionally supplement the current Human Rights Policy and Complaint Resolution Procedure.

Collaboration with other Post-Secondary Institutions

Humber leads the 2015 Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE) Conference

Human rights, equity and diversity is an evolving field. Each year, professionals in higher education gather to exchange learning, best practices, skills and research to advance the profession. The national CAPDHHE conference is the only conference of its kind in Canada, and attendance at this conference is a staple for human rights, equity and diversity practitioners nationwide. The Centre is proud to be leading the research, development and planning for the upcoming 2015 Conference in May 2015, and intends to incorporate international best practices into the conference program. Faculty and staff interested in receiving a Call for Proposals are invited to contact Nancy Simms (nancy.simms@humber.ca).

Diversity, Inclusion and Equity Programming

Encouraging Personal Accountability for Human Rights, Equity and Diversity at Humber

Next year, the Centre will launch the Personal Accountability Component (PAC) to the Diversity & Inclusion Dialogues. The PAC will invite attendees to add value to their learning experience by identifying actions they can take; based on the presentations they have attended, to enhance diversity and inclusion in their respective schools and departments.

Deep Practice Reading Group

Diversity, Inclusion and Equity programs must be meaningful in order to create lasting change. They also require change on the individual, organizational and community levels. Building on the success of the Centre's Human Rights Diversity & Inclusion Dialogue series, the Centre will launch a Deep Practice Reading Group (DPRG). The DPRG will provide an opportunity for employees to advance their diversity, equity and inclusion practice by critically engaging with, and reflecting on, several diversity, equity and inclusion texts throughout the academic year. More to come...

C O N C L U S I O N

It always seems impossible until it's DONE!
- *Nelson Mandela*

The Centre has met and exceeded its goals for the 2013.2014 academic year! The work of the Centre is consistently evolving and responding to the ever changing needs of the Humber community. Education and training continue to be the key vehicles in which we see change occurring. As you can see from next year's roster of presenters, we have an exciting group of speakers joining us. The School of Social and Community Services and the Centre have already hosted Tim Wise and evaluations in response to his presentation indicated that the Humber community is ready to have more sustained conversations about race.

In response to your requests, and in collaboration with the School of Applied Technology, will be hosting psychologist, Derald Wing Sue, PhD., in February 2015. Dr. Wing Sue is a professor of counselling psychology at Columbia University. He is the author of several books, including "Counseling the Culturally Diverse: Theory and Practice" and "Overcoming our Racism." Visit the Centre's Resource Corner to access Dr. Wing Sue's texts.

In the ongoing work towards building a positive environment for the trans* communities, Cynthia Petersen LL.M., will be delivering a workshop on enhancing the success of trans* students in the post-secondary sector. Cynthia has been recognized for her work in advancing the equality rights of lesbians, gays, bisexuals and transsexuals.

The Centre's continued robust approach to early intervention into human rights complaints is only as effective as you, a member of the College, allow it to be. We invite you to contact us and give us the opportunity to work alongside you in addressing your concerns. We continue to strongly encourage you to connect with the Centre when you become aware of a possible human rights matter.

Students are increasingly filing applications with the Human Rights Tribunal of Ontario instead of accessing internal human rights offices at post-secondary institutions. We urge all schools to include the Centre's contact information in their course outlines and resource materials. When students go directly to the Tribunal, it costs the College significantly in reputation and finance. Furthermore, it lengthens the amount of time and resources required to resolve issues, which can impact a student's academic experience. Let's work together towards ending Tribunal visits.

The year ahead bursts with exciting, anticipated change as we continue moving towards strengthening inclusion at Humber. The 2015 CAPDHHE Conference is one of the many vehicles that will provide Humber with the opportunity to connect with new partners as this conference's reach will, for the first time, go beyond a national level to the international post-secondary sectors throughout North America and the Caribbean.

The Centre said farewell to two of its contract employees this year, Anthony Morgan and Stephanie Latty. Stephanie has returned to school to pursue her PhD in Social Work and Anthony has joined the African Canadian Legal Clinic where he is focusing on Anti-Black Racism on a systemic level. Congratulations to you both.

The Centre welcomes Kathy Provost as the AODA Coordinator and Candice Warner-Barrow continues as the Centre's Coordinator. We welcome back Jessica Bowen from her maternity leave in September 2014. Please join us in celebrating another exciting year as Humber continues to distinguish itself as a leading polytechnic in Canada.

Nancy Simms, M.A.

**Sneak Preview for the
2014 • 2015 ACADEMIC YEAR**

2014 • 2015 Diversity & Inclusion Dialogues

SPRING

June 11, 2014

Are We There Yet?...A Discussion on Post-Racism In Higher Education
Lakeshore Campus - 1:00 p.m. to 3:30 p.m.
Tim Wise**FALL**

October 8, 2014

Increasing Accessibility at Humber: AODA Compliance Implications
North Campus - 1:00 p.m. to 3:00 p.m.
Dr. Rachel Gorman, PhD

October 28, 2014

**The Prevention of Psychological Harassment
& Bullying in the Workplace**
Lakeshore Campus - 1:00 p.m. to 3:00 p.m.
Cory Boyd LL.B

November 5, 2014

**Queer and Colourful:
Bridging Race, Sexuality and Gender Diversity on Campus**
North Campus - 1:00 p.m. to 3:00 p.m.
Dr. Karlene Pendleton PhD

December 4, 2014

Day of Remembrance and Action on Violence Against Women
North Campus - 12:00 p.m. to 1:00 p.m.
Sylvia Maracle, Director, Legal Aid Ontario**WINTER**

January 26, 2015

**The Prevention of Psychological Harassment
& Bullying in the Workplace**
North Campus - 1:00 p.m. to 3:00 p.m.
Cory Boyd LL.B

February 4, 2015

**Building an Inclusive Environment:
Moving Beyond Microaggression and Marginality**
North Campus - 1:00 p.m. to 3:00 p.m.
Dr. Derald Wing Sue, PhD

March 26, 2015

Working with Trans* Students in the Postsecondary Environment
North Campus - 1:00 p.m. to 3:00 p.m.
Cynthia Petersen, LL.MFor more information please visit:
hrs.humber.ca/diversity.To register, please email:
candice.warner-barrow@humber.ca**...more to come**