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)
We Don’t Know What We Don’t Know

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Decisions/Actions

Conclusions

Assumptions

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

Students' Responsibility

Facultys' Responsibility
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

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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.

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