

Legislative Compliance

Objective: Ensure legislative compliance

The Centre leads and coordinates compliance with a number of statutes including the *Ontario Human Rights Code*, *Accessibility for Ontarians with Disabilities Act*, and the *Employment Equity Act*.

Human Rights

Mandated to address a broad range of human rights issues including psychological harassment concerns, the Centre supports all members of the Humber community by providing early intervention into harassment and discrimination-related matters in five ways:

1. Provision of relevant educational and skill-building information;
2. Conciliation in appropriate circumstances where the parties agree to participate in a mediation process;
3. Formal investigations;
4. Provision of customized training; and
5. Referrals to internal and external resources aimed at supporting employees' and managers' efforts to maintain a discrimination and harassment-free environment.

Discrimination and/or harassment-related concerns affect Humber's students, employees, and volunteers. When reported early, these matters can be quickly and effectively addressed to restore the professional relationships and morale necessary for a productive and healthy learning and working environment. Early intervention is often the best means by which a contentious dispute can be diverted from a lengthy and costly hearing at the Tribunal.

The table below reflects the number of early interventions, investigations and most common grounds for complaints of discrimination.

Table 2: Early Intervention and Investigation into Human Rights Concerns

Number of Early Interventions	Number of Investigations	First Complaint Ground	Second Complaint Ground	Third Complaint Ground
86	30	AODA-related issues and Failure to Accommodate	Racism	Psychological Harassment

The following table shows the number of Human Rights Cases at the Tribunal and their status throughout the 2015-2016 academic year.

Table 3: Ontario Human Rights Tribunal Cases

Number of Cases	Grounds of Discrimination	Status
2	Gender Identity & Gender Expression	Closed 2015
1	Disability & Sex	Closed 2015
1	Age & Failure to Accommodate	Ongoing

The Commission reminds us that, "Despite proactive measures to prevent human rights complaints, human rights issues will arise from time to time. Employers must manage an impressive number of early intervention cases and formal investigations successfully. Employers must respond to allegations of human rights violations in a timely and effective manner."² Tables 2 and 3 must be viewed as a reflection benefit of the extensive human rights training and education offered by the College. Both tables demonstrate the Centre's commitment to prompt and efficient dispute resolution.

Accessibility for Ontarians with Disabilities Act (AODA) Program

Humber remains committed to providing an accessible learning, working and living environment for members of its community. The 2015-2016 academic year proved successful as the College continued to work toward exceeding compliance with the AODA requirements.

In December 2015, Humber filed its Accessibility Compliance Report with the Ministry of Economic Development, Employment and Infrastructure. In 2016, the College boasts an impressive completion rate of over 90% for all three of its AODA related trainings and therefore wishes to thank all employees for continuing to demonstrate a genuine commitment to accessibility.

A 2015-2016 goal of the AODA Committee was to share their knowledge, skills and expertise with those inside and outside of the Humber Community. Committee members achieved this goal in two different forums. Firstly, Phil Legate, Jessica Bowen and Deanna Merkley delivered a presentation titled, "Collaboratively Realizing AODA Change – The Journey of the Residence Accessibility Review Committee," at the University of Guelph's 2016 Accessibility Conference. Secondly, committee member, Akil Annamunthodo, delivered two sessions focused on the creation of "Accessible Documents." Additionally, the Centre collaborated with George Brown College, McMaster University and Spinal Cord Injury Ontario to host a panel discussion entitled "AODA: Where Are We Now?". The panel discussion prompted dialogue about how the AODA has increased accessibility for persons with disabilities as well as areas for improvement and opportunities for advancement. All sessions were well received by attendees.

For the second consecutive year, the Centre has had the opportunity to work with a student from the School of Health Sciences' Community Integration through the Co-operative Education (CICE) certificate program. This collaboration provided the work-study student with an invaluable opportunity for professional development and skill-building.

Employment Equity

Humber's Diversity Committee (HDC) works alongside HR Services to "promote leadership, innovation, collaboration and information sharing on all matters relating 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.³ Humber has gone beyond the Act's statutory requirements by including in its employment equity questionnaire a section on LGBTQ identities. Humber measures and reports its progress in achieving equity by comparing internal representation of the four designated groups against benchmarks set by Employment and Social Development Canada. A comprehensive Employment Equity report will be posted on the Human Rights, Equity & Diversity website by September 6, 2016. I encourage you to visit the site and view the report – <https://hrs.humber.ca/human-rights-equity-diversity.html>

Community Outreach & Collaboration

The Centre strives to position Humber as a distinctive provider of education and employment services to diverse communities by enhancing Humber's responsiveness to the global demographic shifts. The staff is committed to working alongside the Humber community to enhance inclusion. This year, the Centre collaborated with several departments and schools, including Student Success and Engagement, School of Creative and Performing Arts, and the School of Media Studies & Information Technology to host a number of workshops. It is through such collaborative initiatives that strong internal relationships are formed, thereby buoying the Centre's efforts to build an inclusive academic community.

In Spring 2015, the Centre led the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education's most successful conference in 30 years. The conference, entitled Human Rights & Equity: Who's in? Who's out?, attracted human rights and equity practitioners, scholars, researchers, and advocates from across North America to explore contemporary human rights issues and develop remedial strategies in the postsecondary education context.

Community Events

To increase Humber's visibility in the diverse communities it serves, there are a number of community events that HDC members, students, and Centre staff attend each year. During the 2015-2016 academic year, Centre staff and volunteers attended over five community events. In the summer of 2015, Centre staff and a number of volunteers from across the College hosted an educational village at Jambana One World Festival – a festival celebrating the richness of the diverse cultures that exist in Canada. Through participation in this event, Humber increased its visibility to over 20,000 patrons and our volunteers had the opportunity to engage in meaningful conversations with approximately 6,000 patrons. Additionally, the Centre provided a scholarship to a Humber student through the Jamaican Canadian Association. The scholarship fund was donated by former HDC member, Avril Carnovale. These events demonstrate some of the ways in which Humber is making a difference in the lives of people from diverse communities.

Conclusion

In the 2015-2016 academic year, the Centre rose to the challenge of aligning broader human rights principles of diversity, equity and inclusion with Humber's strategic priorities. Through well-crafted education and training sessions that promote inclusive behaviours and attitudes, our staff has engaged both the hearts and minds of students and employees. These sessions further establish that diversity, equity and inclusion are key features of learning, working and living environments where community members are expected to be productive, innovative, and successful. The Centre therefore strives to create and administer programs that meet the unique needs of Humber's diverse student and employee population.

The 2017-2020 HR Strategic Plan designates equity and diversity as key principles to be woven through the College. This approach further distinguishes the College as a progressive polytechnic. Though no roadmap can avoid errors or missteps, we have no choice but to continue on this journey towards inclusion. Under the leadership of Vice-President Diduch, the Centre will continue its work alongside the College and communities at large to ensure that Humber is a welcoming place for everyone.

I am happy to say that we, at the Centre, are excited about the upcoming academic year. We have invited the legendary Jane Elliot to deliver a few workshops as well as Shakil Choudhury who will be offering a series titled, "Deep Diversity." If you have not yet registered for these sessions, please do so promptly as we are expecting a great turn-out for both events. You are also invited to visit the Centre's new location: the 5th floor of the Learning Resource Commons (LRC) Building. We now have a library that houses a rich array of books on equity and diversity. We encourage you to visit us and borrow a book or two! Please visit our website to access additional resources such as academic articles, case law, and videos relating to human rights and equity.

On behalf of the Centre's staff, I wish you a fulfilling and magic-filled 2016-2017 academic year.

Onwards!

². Ontario Human Rights Commission, "Human Rights at Work 2008 – Third Edition", OHRC, <http://www.ohrc.on.ca/en/iii-principles-and-concepts/4-legal-responsibility-human-rights-work> ³. HR Services, "Diversity Committee", Humber College, <http://hrs.humber.ca/human-rights-equity-diversity/diversity-committee/about.html>



THE CENTRE FOR
**HUMAN RIGHTS
EQUITY & DIVERSITY**
HR SERVICES



ANNUAL REPORT 2015 • 2016

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Overview 2015.2016

Written by:
Nancy Simms
Director, Centre for Human Rights, Equity & Diversity



Chris Whitaker
President

Humber College's mission is to develop broadly educated, highly skilled and adaptable citizens to be successful in careers that significantly contribute to the communities they serve – locally, nationally and globally. Further, consistent with our commitment to the College's values of student-centred, excellence, innovation, respect, inclusion and sustainability, our 2013-18 Strategic Plan states that a primary goal is to "ensure an exceptional student experience for a diverse student body."

Humber's Centre of Human Rights, Equity & Diversity ("the Centre") co-ordinates and implements diversity initiatives supporting the school's mission, vision, and Strategic Plan. In other words, the Centre is tasked with embedding equity and diversity throughout the College's practices. Their work helps realize a fully inclusive learning, working and living environment that supports the success of our diverse student and employee groups.

During the 2015-2016 academic year, the Centre hosted 32 human rights-related workshops, seven Diversity & Inclusion Dialogues resulting in more than 3,000 students and employees receiving education and training. Few, if any other postsecondary institutes can boast this number of participants being trained in building an inclusive environment. Most notably, the outcome of this training is that there were no Humber-related complaints to the Ontario Human Rights Commission for the academic year. With leading scholars such as Dr. Derald Wing Sue addressing micro-aggression, and Dr. Akua Benjamin on equity hirings, Humber continues to educate its constituents and invites the other colleges and universities across Canada to join us in this approach.

As we continue to distinguish ourselves as the leading polytechnic in Canada, increased diversity and equity is one pathway to our differentiation among postsecondary institutions. I ask that you all join me on this most rewarding yet challenging path to furthering inclusion at Humber. I look forward to a rewarding 2016-2017 academic year and our celebration of 50 years of excellence in the postsecondary sector. Each and every one of you has contributed to our success. Thank you.

Sincerely,

Chris Whitaker
President



Lori Diduch
Vice-President Human Resources

Humber's Centre for Human Rights, Equity and Diversity ("the Centre") advances the College's commitment to equity and diversity by implementing strategic and proactive initiatives that promote a culture of inclusiveness throughout the Humber community.

The Centre develops and delivers innovative educational programs and training that enrich our understanding and drive our actions to increase diversity and inclusion across the institution. Training is focused on providing the Humber community with the skills and knowledge to interrupt and stop harassment and discrimination, and, in turn, promote an environment in which all can flourish. This academic year, the Centre educated and trained more than 3000 employees and students, conducted 56 formal human rights investigations and successfully resolved over 75 early interventions into human rights related concerns.

I am proud to share with you that Humber's Centre for Human Rights Equity and Diversity is recognized as a leader by the post-secondary sector in advancing human rights and equity. We have much to be proud of, yet we still have a ways to go. We are currently strengthening the Centre's role in the Accessibility for Ontarians with Disabilities Act and developing short and long term strategies to address equity throughout our employment practices. Further, the Centre has started a participatory policy making process to develop an anti-sexual harassment policy.

The 2016-2017 academic year provides us with increased opportunities to promote and practice equity, diversity and inclusiveness across the college. I invite you to share your ideas and input on how we can continue to distinguish Humber as a leader in human rights, equity and diversity. As Nelson Mandela said, "It always seems impossible until we get it done." At Humber, let's just do it.

Sincerely,

Lori Diduch
Vice-President Human Resources

Overview

By Nancy Simms, Director Centre for Human Rights, Equity & Diversity

The Centre for Human Rights, Equity & Diversity ("the Centre") and Human Resources Services ("HR Services") are working alongside Humber's community to increase inclusion. Our focus is the people i.e., Humber's students, faculty, support staff and administrators, along with both the local and international communities. The 2015-2016 academic year required the Centre to be even more responsive and steadfast in its efforts to integrate diversity and equity throughout all of the College's programs, curricula, communications, training and education, career and professional development, recruitment and retention as well as overall leadership and management practices. As a result, Vice-President Lori Diduch has been working with HR Services to build a framework that embeds both equity and diversity in all aspects of service delivery and programming. This bold and progressive move will be applauded by human rights and equity practitioners as one that positions and distinguishes Humber College as a leader in inclusive post-secondary education. For the College to be both sustainable and successful in meeting the needs of local and global communities, we must continue to deepen our commitment to inclusion.

The Centre continues to work alongside HR Services to meet the College's strategic goals and use its Business Plan as a road map for identifying and leveraging broader opportunities for inclusion. With the help of an extensive business plan supported by action-oriented initiatives, we successfully met and surpassed our strategic priorities for the 2015-2016 academic year. Rather than focusing on the number of events and initiatives implemented throughout the year, we prioritized the results of all programs administered. Before delving into these promising results, I am delighted to introduce you to the Centre's team. The Centre is staffed by a number of outstanding individuals who individually and collectively appreciate that working in equity and human rights is far more than a career, it is a lifestyle.

Candice Warner Barrow, armed with an M.A. in Marketing, works as the Centre's Coordinator. In addition to ensuring that all Centre staff provide exceptional customer service, she is responsible for the budgeting and marketing of all training programs and events. Candice also co-facilitates human rights related trainings for students. Candice thoroughly enjoyed her stint as a Marketing Research Lecturer in the Business School. She has two young children and enjoys spending time with her family.

The Centre's manager, Jessica Bowen, holds two M.A.s: one in Philosophy and the other in Feminist Research and Gender Studies. Until June 23, 2016, Jessica led Humber's Accessibility for Ontarians with Disabilities Act (AODA) program and worked alongside the Coordinator to deliver training to students. Jessica also conducted human rights related investigations. Humber bids Jessica farewell as she moves on to the City of Hamilton as a human rights investigator. Subsequent to Jessica's exit, Rita Kohli, who received an M.A. in Psychology and M. Ed. in Applied Psychology, will take on a 7-month contract at the Centre in the position of Human Rights Advisor.

Our most recently hired employee, Michael Thompson who holds a B. Comm. in Human Resources, is one of Humber's very own students. Michael has joined the team as an Equity Generalist tasked with providing support in all investigations as well as the Centre's AODA program.

Finally, my role as Director, is to work alongside Humber's faculty, staff, and students to embed equity and diversity in all aspects of the College. I am the lead human rights consultant, advisor and investigator at the Centre, the primary facilitator for all human rights training for employees and the overall guide for human rights and equity practices throughout the College. Currently, I am completing my Ed.D. in Higher Education and volunteer as a mentor for young people in my spare time.

With a small team of four, tasked with anticipating and responding to complex and unforeseen issues, we focus on making every minute count. As I mentioned at the outset, people have been and remain the Centre's primary focus. By virtue of our mandate, we have committed to a 48-hour response period in which timely and thoughtful assistance is provided to those who raise human rights issues within the Humber community. While we have developed a strategic plan that is responsive to human rights issues arising within the College, we must also remain abreast of any and all policies emerging from the Ontario Human Rights Commission ("the Commission") and similar institutions that influence our interpretation of inclusion.

"An organization's journey to become inclusive begins with a critical but simple inquiry: what actions is my organization taking to foster an inclusive work culture where uniqueness of beliefs, backgrounds, talents, capabilities, and ways of living are welcomed and leveraged for learning and informing better business decisions?"

Source: T. Hudson Jordan, "Moving from Diversity to Inclusion", Profiles in Diversity Journal, <http://www.diversityjournal.com/1471-moving-from-diversity-to-inclusion/>



On behalf of the Diversity Committee, Nancy Simms presenting to Dean Denise Devlin Li Humber's Diversity and Inclusion Achievement Award 2015-2016

Reinforcing Diversity, Equity and Inclusion

The Centre continues to support and operationalize the following priorities stated in Humber's 2013-2018 Strategic Plan:

1. Strengthening the College's Polytechnic Identity;
2. Sustained Focus on Teaching and Learning Excellence; and
3. Maximizing the Impact of Partnerships.

In support of the College's priorities, HR Services has affirmed the following statement of purpose: "As Change Champions, we build capacity for student success with diverse and engaged employees." In alignment with Humber's three strategic priorities and HR Services' mission statement, the Centre has focused on three main program areas:

1. Education and Training
2. Legislative Compliance and
3. Community Outreach & Collaboration.

Below, I have included some key highlights of the Centre's accomplishments over the 2015-2016 academic year:

Education & Training

Objective: Enhance diversity and inclusion throughout the College

Education and training are key mechanisms for fostering a culture of inclusiveness. Throughout the academic year, the Centre offers a wide range of educational activities including workshops, presentations, educational booths and public awareness campaigns. Once every two years, employees are encouraged to participate in a Human Rights, Education and Action Workshop that is designed to increase awareness as well as prevent and interrupt human rights violations. The Diversity & Inclusion Dialogues offer deeper insight into niche topics such as the Microaggression Impact on Education & Training facilitated by Dr. Derald Wing Sue and Preventing and Managing Human Rights Risks at Humber College facilitated by Catherine Peters and Njeri Damali Campbell, both of whom work as counsel for Hicks Morley. The table below shows education and training topics offered along with the number participants in attendance and sessions held.

Table 1: Education and Training

Topics	Number of Participants	Number of Sessions
Human Rights, Education and Action (Students)	1147	19
Human Rights, Education and Action (Employees)	348	11
Sexual Assault Prevention (Students)	890	2
On-Line Training (Students & Employees)	777	N/A
Diversity & Inclusion Dialogues	831	7
TOTAL	3993	39

The College must be applauded for the level of interest (as evidenced by the numbers in Table 1) shown in building an inclusive environment. However, listing initiatives and participants is far from sufficient proof of equity and inclusion. We must also assess the efficacy of the Centre's training and educational sessions. A key question that we ask ourselves at the Centre is: "How are we supporting Humber's efforts to become a more inclusive educational institution?" Research shows that measuring the impact of diversity training is both challenging and complex.¹ At the Centre we utilize a number of measures to assess the College's return on investment in training and education. The three most commonly used measures are:

1. An increase in the number of contacts to the Centre for early intervention;
2. A decrease in complaints at the Ontario Human Rights Tribunal ("the Tribunal"); and
3. Employees' feedback on the employment engagement survey conducted by HR Services.

Humber has shown marked improvement by all of the above measures, as shown by the data presented in Table 2. Most notably, over 80% of individuals who responded to the recent employee survey indicated that Humber qualified as an inclusive environment. The Centre has therefore committed to consistent, deliberate and quality training on the basis that it addresses complex human rights issues and also promotes inclusion.



Community Event: Jambanna



Diversity & Inclusion Event: International Woman's Day



Diversity & Inclusion Event: Black History Month



Dr. Derald Wing Sue and VP HR Services Lori Diduch

1. Marc Brenman, "Diversity Metrics, Measurement, and Evaluation", Workforce Diversity Network, 2012, http://www.workforcediversitynetwork.com/res_articles_diversitymetricsmeasurementevaluation.aspx. GM Combs & F Luthans, "Diversity Training: Analysis of the impact of self-efficacy", Human Resource Development Quarterly 18 No. 1 (2007): 91-120 <http://onlinelibrary.wiley.com/doi/10.1002/hrdq.1193/abstract;jsessionid=4E469FB4FD958D87727D1C9CEBDF124.f04t03>