



HUMAN RIGHTS AND EQUITY OFFICE

Annual Report 2020 - Summary

Human Rights and Equity Office
Queen's University

Alternative formats of this report are available on request





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Introduction

The mission of the Human Rights and Equity Office (HREO) is to advance a culture of human rights, equity and inclusion by inspiring and educating community stakeholders through: developing and implementing innovative strategies in employment and educational equity; providing information, advice and assistance to individuals or groups at Queen's regarding protections available under polices and legislation; providing non-judgmental sexual violence prevention and response support; and improving access for everyone on campus by removing barriers, encouraging accessibility, and promoting the duty to accommodate.

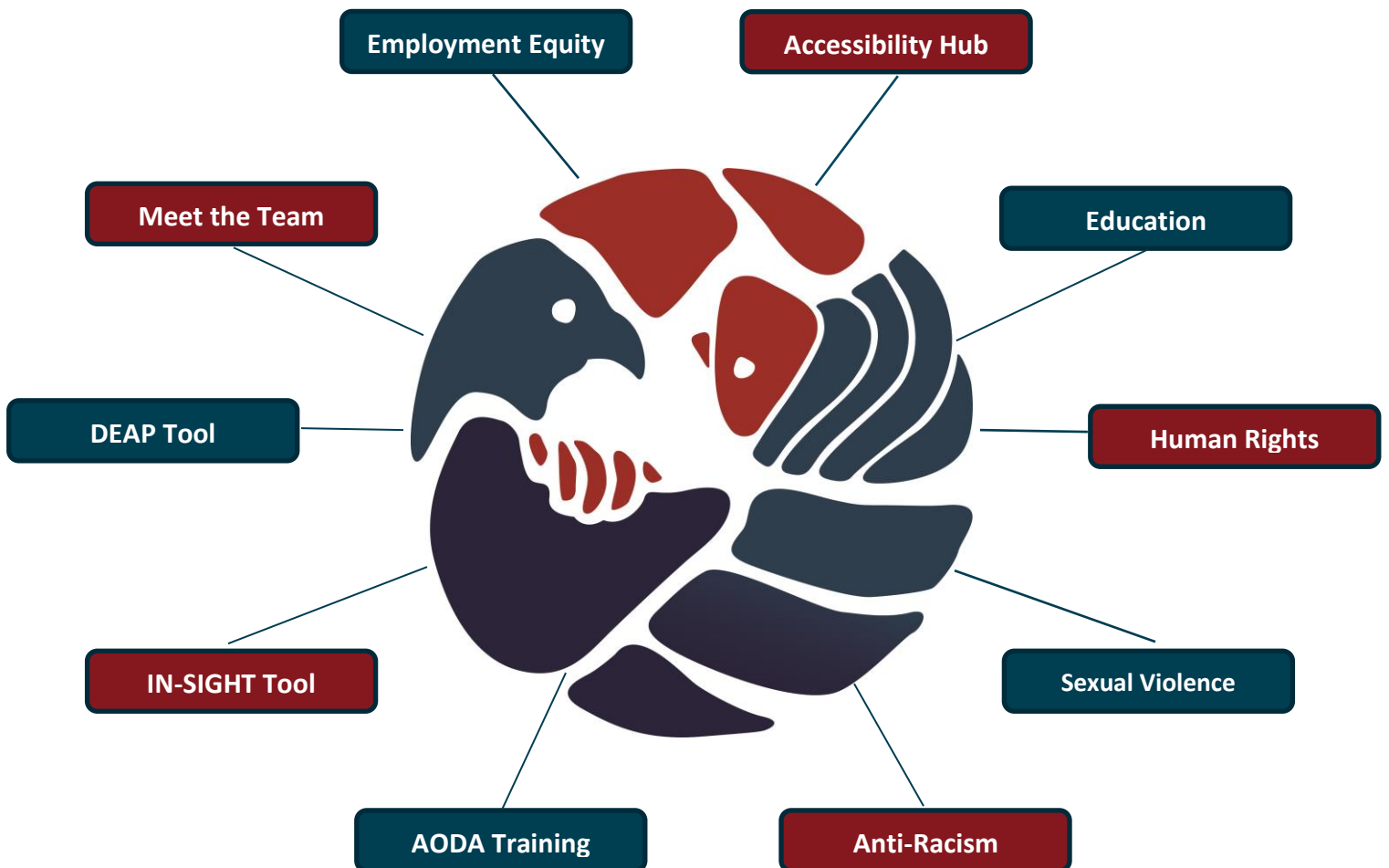
All HREO activities are designed to reach compliance with legal and policy obligations in a manner that complements the University's goals. The need to increase the University's equity competencies has been a key component of every equity related report since the 1990's as well as recent statements such as the Principal's Declaration of Commitment to address systemic racism .

This year the Office continued to face new and exciting challenges. We have maintained our mandate of providing resources and support to faculty, staff and students regarding human rights, equity, accessibility and sexual violence prevention matters, and we continue to strive for a campus that values diversity and works to achieve inclusion. We are committed to providing the necessary support for units to achieve their human rights and equity goals.

It is my pleasure to to highlight some of the work we and our partners have accomplished over the past year.

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YEAR END HIGHLIGHTS



Employment Equity

Since the launch of the Queen's Equity Appointments Process (QEAP) for Staff Hires, over 750 staff hires have implemented an employment equity process using the QEAP application thus increasing the designated group representation at Queen's.



Education

Working Together: Building an Inclusive Queen's Community was developed by the HREO in January 2020. To date, 4427 employees have completed this training.

4427 staff members have completed Working Together

Sexual Violence Prevention and Response

It Takes All of Us, an online learning program was developed by KnowledgeOne and the HREO in 2020. To date, 1335 students, faculty and staff have completed this learning program. Also in 2020, 120 students accessed the SVPR services.

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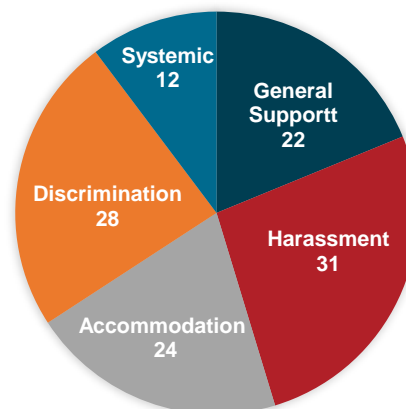
Accessibility

There were four Accessibility Cafes in 2020. They were JDUC renovation and accessible features, WE-CAN/HREO: for Women Entrepreneurs with Disabilities, CNIB – Myth busting Vision Loss at Work and the New Inclusivity Neurodiversity and Workplace Inclusion.

Accessibility Hub: 27,369 visitors

Human Rights

There were 117 cases in 2020. The busiest time for case work for the Human Rights Advisory Services was in February and March 2020. The majority of cases concerned breaches of human rights on the grounds of sex, race-related grounds and disability. The Human Rights Advisory Services provided human rights advice to primarily students however staff cases increased slightly in 2020.



HREO

INITIATIVES

Together We are Blog

In total the HREO had six blog contributors for 2020/2021 who shared their experience from their diverse perspectives. They were Alana Butler, Ann Deer, Heather Aldersey, Jenny Lee, Lavonne Hood and Yara Hussein. For more information on the Together We are Blog visit the [Together We Are](#) website.

The Human Rights Legislation Group (HRLG)

HRLG met four times in the past year. The following topics were discussed: Artificial Intelligence, Human Rights and Hiring Discrimination, Academic Accommodations, Religious Discrimination and COVID-19 and Human Rights. Currently this is the only forum though which the university communicates current information on human rights entitlements and responsibilities to units in a systematic way. For more information on the HRLG visit the [HRLG](#) website.

Speaker Series

The "**Speak on It**" speaker series was launched in 2020-2021. Through the knowledge, experiences and stories of a series of invited speakers, "Speak On It" provides a space for staff, students and faculty – particularly those who identify as Black, Indigenous, and racialized– to come together to learn from each other, discuss urgent questions and discover the necessary strategies for transformation of higher education and society more broadly. Topics this year included Navigating Racialization in Childhood and Black Mental Health. For more information on the Speak on It series visit the [HREO Initiatives](#) website.



IN-SIGHT

HREO worked on the development of IN-SIGHT throughout 2020. IN-SIGHT is an anonymous harassment, discrimination, or bias/hate incident submission form which allows members of the Queen's community to submit incidents of harassment, discrimination, hate, and violence targeting personal characteristics protected under the Ontario Human Rights Code (e.g., race, religion, sexual orientation, disability) which have been experienced or witnessed. For more information on IN-SIGHT visit the [IN-SIGHT](#) website.

