

I-EDIAA NEW ACHIEVEMENTS AND CONTRIBUTIONS

HUMAN RIGHTS AND EQUITY OFFICE – 2021/2022

EMPLOYMENT AND EDUCATIONAL EQUITY

- 1. Federal Contractor’s Program Compliance Assessment:** The HREO submitted the FCP Compliance Assessment in November 2021. The goal of this subsequent assessment was to evaluate Queen’s progress and/or effort to achieve full representation of the four designated groups. Queen’s University was found to be in compliance with the requirements of the [Federal Contractors Program](#) (FCP) under the [Employment Equity Act](#). Results of the review were presented to the FSSR Sub-Committee and were incorporated into the university’s draft 2022-23 Employment Equity Plan.
- 2. Policies on Exclusive Hiring and Senior Level Recruitment:** Exclusive hiring programs constitute one type of initiative used to address systemic discrimination and achieve equity. The HREO in collaboration with the UCARE Sub-council on Employment Equity developed a policy on exclusive hiring. The Sub-council also revised the Senior Search Strategy and created a policy on Senior Level Recruitment.
- 3. I-EDIAA Interview Questions :** To assist units in including equity, diversity and inclusion interview questions when recruiting new employees, HR and HREO in collaboration with the FSSRS developed a list of suggested I-EDIAA Interview Questions. These questions are available on the Queen’s HR intranet.
- 4. Employee Engagement Survey:** The HREO provided support and advice to the Principal’s Office and Human Resources regarding the roll-out of the Employee Engagement Survey which launched in April 27, 2022.
- 5. Employment Equity Policy:** The Employment Equity Policy was reviewed, revised and approved by the FSSRRS UCARE Sub-council in November 2021. The revised policy can be found here: [Employment Equity Policy](#).
- 6. The DEAP Tool:** The HREO worked closely with Internal Audit to review the DEAP Tool. Some of the suggested revisions have been incorporated into the DEAP Tool. In the Fall of 2021 the HREO incorporated additional anti-racism content including various resources and equity considerations and questions to prompt discussion about anti-racism when units assess their status against the different Inclusion Indicators. The HREO also developed, in collaboration with the Office of Research Services, a DEAP Tool for individual researchers.
- 7. Employment Equity Learning Community (EELC):** The HREO continued to lead, organize, and participate in meetings of I-EDIAA practitioners across the campus. The HREO launched the first Employment Equity Learning Community (EELC) in January 2022. The Webinar was

focused on Special Programs as outlined in the Ontario Human Rights Commission with a focus on Exclusive Hiring. The HREO also closely engaged I-EDIAA practitioners in implementing revisions to the DEAP application resulting from the recent Internal Audit report.

8. **Student Experience Survey:** The HREO worked closely with DSA to prepare the following report on the Student Experience Survey: [From Input to Action](#). This report reviews Queen’s students’ experiences and perceptions of campus safety, incidents of exclusion, harassment, racism and sexual violence. The HREO continues to develop the SES engagement plan and support the work of the new Student Inclusion and Engagement Coordinator as well as the SES engagement team.
9. **Committee Work:** The HREO staff continue to guide university administration and units in the operationalizing of I-EDIAA objectives through participation on numerous committees including, though not limited to: University Promotion Committees, Senior Leadership Team, Campus Security EDII Review (Hate Crimes), Advisory Committee on Academic Considerations, SVPR Task Force, Mural Project Working Group, H&D Policy Implementation group, Hiring Committees, Student Experience Survey Working Group, BIPOC Support WG, Campus Master Plan Advisory Committee, HR Strategic Advisory Panel, PAGGAS, Senate Educational Equity Committee, Provost’s Teaching and Learning Advisory Committee, Naming Policy Working Group, QUIC Advisory Committee, Promise and Commitment Scholars Advisory Committee, Provost’s Advisory Committee – Decanal Renewals, Advancement Fundraising Priorities and H&D Intake Assessment Team.

In keeping with institutional commitments to strengthen cross-sector partnerships and support and foster relationships with local community, HREO staff also participates on the following external committees: The Kingston Immigration Partnership (co-chair), the Limestone Board’s Umoja-Black Community Group, the Ontario Senior Equity Officers Reference Group, the COU EDI Reference Group.

10. **Consultations:** The HREO provided the following employment and educational equity consultations from May 1 2021 to April 30, 2022:

Case Components	Clients
DEAP	15
Committee work	31
I-EDIAA language	21
Surveys/Forms	20
Systems review	13
Advertising	2
Data Requests	47

ACCESSIBILITY

1. **Accessibility Cafés:** Accessibility Services held four Accessibility Cafés in 2021/2022. They were: WE-Can/HREO: Accessibility Café for Women Entrepreneurs with Disabilities, CNIB - Myth-busting Vision Loss at Work, The New Inclusivity: Neurodiversity and Workplace Inclusion and Accessibility Cafe for Women Entrepreneurs with Disabilities part two.
2. **Accessibility Hub:** Between May 1, 2021 and Apr 30, 2022 there were 29,796 visitors viewing 71,838 webpages.
3. **Committee Work:** The Accessibility Coordinator participated on the following committees: Site Improve Advisory Group, Built Environment Advisory Group , Campus Master Plan Advisory Committee (CMPAC), Advisory Committee on Academic Accommodations, Transition Resource Guide Advisory Board - Regional Assessment and Resource Centre (RARC), EYES ON PSE Advisory Board, Accommodation/RTW Policy and Procedure Review Committee, Campus Wellness Committee, Alternative Transportation Working Group, Web Contributors Community, Website Governance, Technical Committee 'Outdoor Spaces', Accessibility Standards Canada, Wayfinding, wayfaring, place setting and conveying universal information Task group, Site Plan Task group and Municipal Accessibility Advisory Committee (MAAC), City of Kingston
4. **Consultations:** The following outlines client requests from May 2021 to April 2022:

Components	Cases	~ %
Document Accessibility	14	9.9
Event Accessibility	7	4.9
Website Accessibility	22	15.5
Audio Transcription	1	0.7
Student Accommodations	31	21.8
ASL Interpreter	7	4.9
Built Env/Physical Access	14	9.9
Living/Residence	4	2.8
Education, Awareness or Training	10	7.0
Captioning	5	3.5
Queen's Policies/Reports/Plans	9	6.3

Workplace Accommodations	8	5.6
Accessibility Standards and Guidelines	3	2.1
Campus Supports/Services	29	20.4
Alternate Formats	1	0.7
AODA	4	2.8

TRAINING

1. In-person (virtual) training: the following sessions were facilitated by the HREO in 2021/22:

Course	# of Sessions	Trainees
Staff Equity Representative	24	125
Sexual Violence Bystander Training	22	53
Staff Hiring (In-Person)	6	43
Appointments/RTPC	18	145
Employment Equity Representative	20	77
Positive Space Original & Part 2	41	478
This is Canada: Living Anti-racism	20	79
Anti-Oppression	18	131
Harassment and Discrimination Policy	12	446
Showing Up for Anti-racism and Inclusion 2	12	124
Showing Up for Anti-racism and Inclusion 1	11	128
SV Policy Update	10	72
Creating Accessible Docs	9	339
Unpacking Normalized Bias	8	61
Accessible Event and Meeting Planning	2	11
DEAP Demonstration	3	25
Unconscious Bias In-Person	3	55
Anti-Racism 101 in the Workplace	2	49
Introduction to Human Trafficking	2	17

- 2. Staff Hiring Training:** Employment Equity training is required for any employee that participates on a Staff Hiring Committee. In 2021/22 the HREO designed and implemented a self-paced Staff Hiring training. To date, 583 employees have completed the Staff Hiring self paced training.
- 3. Team Learning Challenge:** From February to April 2022, the HREO implemented a training challenge for Faculty, Staff and Students. Courses within each stream were specifically curated with the intended audience in mind. Participants were required to complete five

selected HREO trainings. 850 Students (165), Staff (559) and Faculty (126) registered for the HREO Team Learning Challenge.

- 4. Positive Space:** In 2021/2022 work was completed on the transition of the Positive Space learning program to a hybrid model of deliver. A new asynchronous Positive Space 1 module was developed and a revised synchronous Positive Space 2 session was created.
- 5. Microaggressions:** During this time frame a new asynchronous module on microaggressions was designed. The module is intended for staff, faculty and student users. The module will be released in Spring of 2022.
- 6. AODA Suite:** Commencing in February of 2022, a comprehensive review and revising of the AODA suite (HR 101, Accessibility Customer Service, Access Forward and Accessible Instruction for Educators) was undertaken. As part of this review a diverse committee of staff, faculty and students was formed to assist in this process. As part of this review a new module is being created which will focus on ableism in the higher education landscape. All AODA modules will be revised by Fall 2022.

HUMAN RIGHTS AND EQUITY INITIATIVES

- 1. Equity Blog: TOGETHER WE ARE:** In total the Human Rights and Equity Office had six blog contributors for 2021/2022 who shared their experience from their diverse perspectives. They were: Jenna Kring, Klodiana Kolomitro, Ayden Adeyanju-Jackson, Susan Belyea, Yasmine Djerbal and Tahmena Bokhari.
- 2. HRLG:** The Human Rights Legislation Group (HRLG) met three times in the past year. The following topics were discussed: Intelligence, Human Rights and Hiring Discrimination, the new Harassment and Discrimination Policy and Sexual Violence and Gender-based Harassment. Currently, this is the only forum through which the university communicates current information on human rights entitlements and responsibilities to units in a systematic way.
- 3. The "Speak on It"** There were two speak on it series in 21/22. They were: Black mental health with Kattawe Henry and Navigating Racialization in Childhood with Roots and Wings.
- 4. UCARE:** The UCARE held four meetings in this academic year. The following items were discussed: the Student Experience Survey, the IN-SIGHT Tool, The Queen's Strategy, the YellowHouse updates, New Educational Developers in CTL, The EDI and TRC Reports, The Global Scholars and Fellow Program to Support those Displaced by War, the Employee Experience Survey as well as updates for the UCARE Sub-Council Leads.
- 5. The Declaration Implementation Group:** The Declaration Implementation Group (DIG) met four times in 21/22. The group continues to work on the Principals Declaration Action Items.
- 6. The Provost's Action Group for Gender and Sexual Diversity (PAGGAS):** the purpose of the Action Group is to initiate and support actions that will improve the climate for participation in the life of the University for all Queen's students, faculty, staff, and alumni who are part of the 2SLGBTQ+ community or who are gender non-conforming. PAGGAS met eight times

in 21/22 and primarily worked on an updated washrooms policy as well as the Student Names Policy.

- 7. Scarborough Charter:** Four Scarborough Charter Working Groups in the areas of Student Success and Learning, Research, Community Engagement, and Representation have been established with clear Terms of Reference. The groups plan to review representation/engagement data and complete institutional scans of existing programs over the spring/summer term. Community engagement sessions will launch in the fall. Working groups will provide regular reports to the community and deliver a final report to the community and the Principal’s Office by April 2023.

HUMAN RIGHTS ADVISORY SERVICES

- 1. Human Rights Advisory Services:** There were 185 cases from May 2021 to April 2022. The busiest time for case work for the Human Rights Advisory Services was in October and November 2021. The majority of cases concerned breaches of human rights on the grounds race-related grounds and disability. The Human Rights Advisory Services provided human rights advice to students (51.4%), Staff (26.5%), Faculty (14.6), Alumnus (2.2) and Other (14.1%) (Other includes primarily community members).

Case Nature	Cases	~ %
Accommodation	73	39.5
Discrimination	50	27.0
Harassment	45	24.3
Systemic	7	3.8
Institutional	5	2.7

- 2. The IN-SIGHT Tool:** IN-SIGHT is an anonymous harassment, discrimination and bias/hate incident submission form which allows members of the Queen's community to disclose acts 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. IN-SIGHT was launched in September 2021. To date there have been 41 incidences reported through the IN-SIGHT Tool.

SEXUAL VIOLENCE PREVENTION AND RESPONSE

- 1. Programming** on sexual violence prevention and awareness continued to be offered this past year through coordinated and collaborative efforts across campus. This work was facilitated through the Sexual Violence Prevention and Response Task Force (SVPRTF). The Task Force comprises a diverse group of student, staff and faculty representatives from across the University and includes a representative from the Kingston Sexual Assault Centre.
- 2. Training:** The ongoing pandemic and the evolving public health guidelines continued to impact in person service provision and program delivery. Aspects of some programs were not able to run in person (e.g., self-defense courses) while many others continued to be offered virtually or with a hybrid format, with considerable success.
SVPRS, as part of the Human Rights and Equity Office (HREO), has continued to offer training and information sessions for faculty and staff on the Policy and on topics such as: how to respond to a disclosure of sexual violence, academic considerations for students who have experienced sexual violence, and workplace harassment/discrimination.
- 3. Clients:** There were 187 cases from May 2021 to April 2022. The busiest time for case work for the SVPR Services was in September and November 2021. The majority of cases were Students (83.4%)