

ANNUAL ACHIEVEMENT REPORT

2025 - 2026



INTRODUCTION

Summary

This achievements report highlights the Human Rights and Equity Office's (HREO) initiatives and projects advancing Indigenization, Equity, Diversity, Inclusion, Accessibility, and Anti-Racism (I-EDIAA) from May 2025 to April 2026. As a central partner in fostering a welcoming, accessible, and inclusive Queen's community, the HREO plays a pivotal role in shaping the institutional culture and creating spaces and places of belonging where students, staff, faculty, and visitors can thrive. While our work ensures compliance with legal and policy obligations, it extends well beyond compliance through proactive leadership, education, and systems change that strengthen the fabric of our university community.

The impact of the HREO is made possible through the strong relationships and collaborative partnerships we have developed across faculties, schools, administrative units, student groups, and community partners. Together, we are building institutional capacity to respond to the evolving needs of our diverse community while embedding I-EDIAA principles into the everyday work of the university. The initiatives highlighted in this report help translate the Queen's Bicentennial Vision into action through collaborative, community-centered leadership. Through these collective efforts, we are helping to build a university where everyone experiences a genuine sense of belonging and where excellence is advanced through equity, collaboration, and shared responsibility.

Who We Are

The Human Rights & Equity Office (HREO) is dedicated to advancing Indigenization, Equity, Diversity, Inclusion, Accessibility, and Anti-Racism (I-EDIAA) throughout the University. Through an approach that focuses on a removal of barriers, we aim to transform everyday practices and cultivate a welcoming and inclusive environment for students, faculty, staff, and the broader community. We support inclusive excellence by helping Queen's University not only meet its human rights and equity legal requirements but also align with society's growing expectations for sustainability and social justice.



HUMAN RIGHTS AND EQUITY INITIATIVES

Employment Equity Forum

On May 6, 2025, the HREO hosted its annual Employment Equity Forum under the theme Reaffirming Our Path to Substantive Equality. The HREO hosted a panel discussion for new leadership at Queen's to discuss their vision, commitment, and strategies for achieving substantive equality. In addition, participants received updates on the goals of the 2024/25 Employment Equity Plan and were invited to provide feedback and suggestions on the Draft Plan for 2025/26.

Reimagining Academic Speaker Series

This series centers on I-EDIAA issues bringing together leaders, scholars, and community members to explore strategies, challenges, and opportunities for promoting equity and inclusion within academic spaces. Some themes this year included "Black Studies at Queen's and Elsewhere", "From Inclusion to Belonging: Rethinking Diversity and Inclusion in Academic Space", as well as "Flourishing in All Our Identities: Supporting 2SLGBTQIA+ Students".

Employment Equity Learning Community (EELC)

The HREO hosted one EELC meeting in October. The session, Equity Practices Strengthen Excellence, aimed to deepen participants' understanding of substantive equality: what it means, why it matters, and how it shapes equitable hiring practices at Queen's. Facilitators explored how substantive equality goes beyond "treating everyone the same" to ensuring fairness and inclusion for all. The purpose of these sessions are to both inform and to consult, providing a platform for Employment Equity Representatives to share their insights and experiences to strengthen the Procedure

Scarborough Charter

As part of the University's ongoing commitment to equity and inclusion, the HREO has continued to advance major initiatives under the Scarborough Charter on Anti-Black Racism and Black Inclusion.



The Special Projects Officer has been leading the work on the Scarborough Charter in collaboration with the Office of the Vice-Principal (Culture, Equity, and Inclusion) to establish strategic priorities for the next phase of the Scarborough Charter's implementation.

Dimensions

The Special Projects Officer is working with the Office of the Vice-Principal (Research) to advance the Dimensions Charter initiative, focusing on aligning research equity goals with the University's broader EDI strategy through policy integration, stakeholder engagement, and mechanisms to monitor progress toward more inclusive research environments. With respect to the Dimensions Recognition Program, the University joined a cohort of 18 post-secondary institutions who are preparing to apply for formal recognition.

The estimated timeline for the completion of the recognition package is two years. The first stage involves establishing a Self-Assessment Team (SAT) composed of a Steering Committee and a Data and Engagement Working Group (DEWG) to guide the initiative. Over the past several months, meetings have been held with Associate Deans (Research), faculty members, units supporting students from equity-deserving groups, I-EDIAA councils and committees and academic leaders to build awareness and encourage participation. In addition, a draft call for participation has been circulated to invite expressions of interest from faculty, students, postdoctoral fellows and staff interested in joining the Data and Engagement Working Group.

Black Histories and Futures Month (BHFM)

The HREO worked collaboratively with the Black Student Caucus, Queen's Branding Team, Queen's Gazette and the Office of the VPCEI to execute the following for BHFM 2026:

- Annual Global Calendar of Events - To keep campus and community informed regarding the month's festivities.
- BHFM Webpage Resource - Highlighting current and past BHFM initiatives, events and resources.
- BHFM Opening Ceremony (Feb 2nd) - launch event for the month offering networking opportunities and refreshments.
- Visual display celebrating BHFM in Mackintosh-Corry Hall.



EDUCATION

Training Courses

The HREO offers nearly 50 educational courses across a range of topics, including Accessibility, Anti-Racism, Employment Equity, Sexual and Gender Diversity, and Sexual Violence Prevention. Over 30 of these courses are available in an asynchronous format, providing flexibility for participants. In addition to our asynchronous offerings, we also regularly host in-person and virtual sessions.

Course	# of Sessions	Trainees
Staff Equity Representative	6	95
Employment Equity Representative (QUFA)	7	64
Positive Space Part 2	14	42
Anti-Oppression	4	15
Showing Up for Anti-racism and Inclusion 1	5	86
Showing Up for Anti-racism and Inclusion 2	5	49
Responding to Disclosures - Employees	10	96
Responding to Disclosures - Students	13	418
DEAP Demonstrations	5	13
Building a Consent Culture	14	74
Healthy Relationships	15	82
Asynchronous Learning Modules; Mandatory	Self-guided	3092
Asynchronous Learning Modules; Employment Equity	Self-guided	427
Asynchronous Learning Modules; AODA Suite	Self-guided	14,600
Asynchronous Learning Modules; Anti-Racism	Self-guided	1593

Harassment and Discrimination Modules

The HREO has created several modules focusing on Harassment and Discrimination education across campus. These modules were developed in collaboration with the Office of Complaints and Investigations. The development of this training series was based on the different roles at the University; Students, Workers, and Persons of Authority. In addition, a fourth module was created to provide a better understanding of the complaints and reporting procedure.

The 2025 Learning Challenge

From February to December 2025, the HREO implemented a new training challenge for Faculty, Staff and Students. The HREO Learning Challenge is a set of virtual and self-directed learning opportunities designed to build foundational understandings of I- EDIAA. This year's Learning Challenge 2025 combines self-directed and experiential community-based learning.

EQUITY AND ACCESSIBILITY SERVICES

Employment Equity Plan

The Employment Equity Plan for 2025–2026 builds on the insights, accomplishments, and challenges detailed in the 2024–2025 Employment Equity Report. In 2024–2025, Queen's achieved a 74 percent completion rate of the goals outlined in its Employment Equity Plan. Key milestones included revising recruitment strategies such as engaging Indigenous search firms and developing targeted resources to better support equity-deserving groups. The Employment Equity Plan for May 2025 to April 2026 reaffirms Queen's University's sustained and evolving commitment to I-EDIAA, while working towards fulfilling the institution's responsibilities under the Federal Contractors Program (FCP) and the Employment Equity Act. Building on past achievements and community feedback, it sets out focused actions across recruitment, retention, and professional development to advance equitable representation and foster a culture of belonging. Each goal is accompanied by clear timelines and leadership accountability, emphasizing that achieving equity requires collective effort and shared responsibility. As Queen's prepares for the 2027 FCP assessment and broader institutional transformation, this plan stands as both a commitment to compliance and a deeper pledge to fairness, inclusion, and institutional integrity.

Multi-Year Accessibility Plan (MYAP)

The new Multi-Year Accessibility Plan (2026-2031) builds on the previous plans' foundation; reflecting evolving understanding of disability, emerging accessibility needs, and the University's continued commitment to systemic, proactive, and sustainable accessibility practices over the next five years. It also affirms our belief that accessibility is integral to academic excellence, institutional resilience, and the wellbeing of our campus community. The MYAP establishes clear mechanisms for implementation, accountability, and transparency of the following six priorities:

- Institutional Culture of Accessibility
- Accessible Services, Systems, Policies and Processes
- Information and Communications
- Accessible Physical Environments
- People and Inclusion
- Teaching, Learning, and the Academic Experience



Academic Accommodations

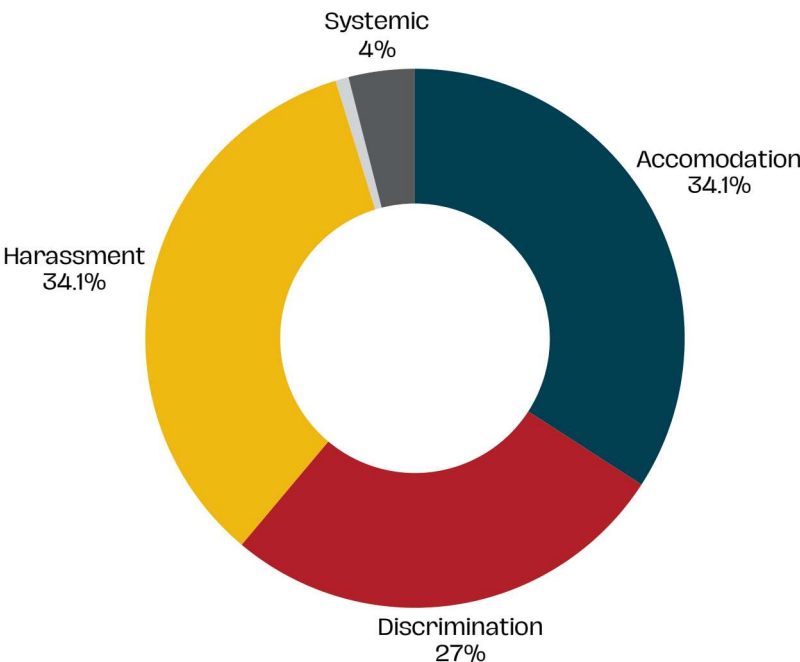
Members of the HREO team from Equity and Accessibility Services and Human Rights Advisory Services continue to play a pivotal role on various committees and advisory groups tasked with implementing recommendations related to accessibility and accommodations. The Human Rights and Equity Office is consistently looked to for its expertise and strong collaborative relationships in advancing and actioning key initiatives. Additionally, in partnership with USEC, we delivered a guest lecture on the legal principles of accommodation for the Postgraduate Medical Education program heads and administrators.

HUMAN RIGHTS ADVISORY SERVICES

Human Rights Advisory Services

There were 135 new cases from May 2025 to April 2026 as well as 8 continuing cases. The busiest time for casework for the Human Rights Advisory Services was in May and July of 2025. Most cases concerned breaches of human rights on disability grounds. The Human Rights Advisory Services provided human rights advice to students (71.9%), Staff (16.3%), Faculty (10.1%), Alumni (1.5%), Parents (1.5%), and Other (2.6%) (Other includes primarily community members).

Cases by Nature



*a case can have more than one nature

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.

During the 2025/26 year, there were 33 incidents reported through IN-SIGHT. Of these, 55.9% occurred on campus, 38.2% took place online, 6.1% happened off campus, and 5.9% were classified as "other".



SEXUAL VIOLENCE PREVENTION AND RESPONSE SERVICES (SVPRS)

Programming

SVPRS continues to collaborate with Student Affairs through Career Services, to deliver Gender Based Violence and Bystander Intervention workshops using a peer facilitation model. Student staff deliver workshops on request or with open registration for students-at-large. The peer facilitators work with the SVPRS Education and Outreach Worker to deliver workshops focused on healthy relationships, consent and on responding to disclosures and supporting students who have experienced intimate partner and sexual violence. A certificate is offered for students who complete all workshops in the suite. We are also responsive to requests to provide training to specific clubs, groups, and classes.

Education

The SVPRS Education and Outreach Worker has been exploring opportunities for classroom education. With the support from the Smith School of Engineering, "InnovatED" embeds sexual violence prevention education in specific Engineering curricula, across multiple disciplines, in a very creative way. Multiple courses, across multiple faculties and departments, now have some sexual violence content embedded in them.

The activities of SVPRS also include policy review/consultation, monitoring etc., consultation with and participation on committees with mandates related to the prevention of gender-based violence, monitoring trends in the post-secondary sector, fostering relationships and collaborating with campus partners. Special projects included offering professional development opportunities for campus partners on Human Trafficking and offering Wen-do and Defy self-defense workshops for students and employees.

The SVPRS continues to socialize the community on employee roles and responsibilities for responding to disclosures of students of sexual violence.

Consent Week

The #ConsentatQueens working group hosted a series of events including a We Believe Survivors event, as well as an Instagram Live event with SACK and Interval House. The theme for this year focused on the five components of consent, known as FRIES: freely given, reversible, informed, enthusiastic, and specific.

