

# I-EDIAA NEW ACHIEVEMENTS AND CONTRIBUTIONS

HUMAN RIGHTS AND EQUITY OFFICE 2024-2025

## EMPLOYMENT AND EDUCATIONAL EQUITY

1. **The Diversity Equity Assessment and Planning (DEAP) Tool:** In collaboration with the Office of the Vice Principal (Culture, Equity, and Inclusion) (VPCEI), Vice Principal (Research) and the McDonald Institute, the Human Rights and Equity Office (HREO) co-developed the online version of the DEAP Research Tool. This marks an important step towards more accessible and inclusive research practices. The DEAP Patient Care Tool was also launched this past academic year. With both bespoke versions, there are now five versions of the DEAP Tool attending to the specificities of academic units, non-academic units, governance, patient care and research.
2. **The Renewal, Tenure, Promotions, and Continuing (RTPC) Application:** The process for reporting equity-based considerations in the evaluation of faculty members applying for RTPC has been significantly enhanced. A new evaluation question was added in alignment with the latest QUFA Collective Agreement, asking committees to consider whether the applicant has included activities that advance Indigenization, Equity, Inclusion, Diversity, Accessibility, and Anti-Racism (I-EIDAA). Additionally, users can now click on a question mark icon next to each question for further clarification. The updated application features a visual design consistent with other HREO applications, ensuring a familiar and user-friendly experience.
3. **Exit and Internal Transfer Surveys:** A report analyzing data from the 2021-24 Exit Surveys and Internal Transfer Surveys was conducted by the HREO. This report offers a comparative analysis, key takeaways, and recommendations.
4. **Employee Resource Groups (ERGs):** Employee Resources Groups (ERGs) contribute to a more inclusive workplace by providing equity-deserving groups with a formal structure to support their unique needs and experiences. In 2024/25, three new ERGs were established: Queen's Global Connect, the Queen's Military and Veterans Network, and the Queen's Parent and Caregivers Village - bringing the total number of distinct ERGs at Queen's to eight. In March of 2025 the Senior Leadership Team approved the ERG Leaders Time Release Policy. The purpose of this policy is to provide direction for the paid release of time for ERG Leaders to perform their duties effectively while balancing their primary job responsibilities. Supporting ERGs in this manner helps the university, in part, realize its strategic goals.
5. **Committee Work:** The HREO staff continue to guide university administration and units in the operationalizing of I-EDIAA objectives through participation in numerous committees including, though not limited to: University Promotion Committees, QNS Advisory

Committee, Anti-Hate Advisory Group, Senior Accessibility Advisory Group, Policy Advisory Sub-Committee, and the Campus Master Advisory Committee.

6. **Consultations:** The HREO provided the following employment and educational equity consultations from May 1, 2024 to April 30, 2025:

Case Components	Clients
Committee work	3
I-EDIAA language	11
Surveys/Forms	6
Systems review	20
Advertising	8
Data collection	8
Targeted Hiring	5

## ACCESSIBILITY

1. **Equity and Accessibility Services:** Following the resignation of the Manager (Accessibility Services), the HREO undertook a review of the office's needs. As a result, an Associate Director, Equity and Accessibility Services, was appointed, along with a Special Projects Officer, focused on Accessibility initiatives. These positions will lead the work of the Accessibility Framework, including Post Secondary Education Standards, Academic Accommodations, the Multi-Year Accessibility Plan, the Annual Accessibility Status Report, and the review of the Accessibility Hub. The AD (Equity and Accessibility Services) and the Special Projects Officer also participate on the following committees: Built Environment Advisory Group, Campus Master Plan Advisory Committee (CMPAC), AODA Coordinators Community of Practice, Academic Accommodations Interim Working Group, Website Governance Committee, Educational Technology Toolkit Working Group, and the I-EDIAA Practitioners Group.

2. **Consultations:** The following outlines client requests from May 2024 to April 2025:

Components	Cases
Document Accessibility	7
Event Accessibility	12
Website Accessibility	9
Student Accommodations	16

ASL Interpreter	1
Built Env/Physical Access	21

Components	Cases
Living/Residence	3
Education, Awareness or Training	12
Captioning	2
Queen's Policies/Reports/Plans	6
Workplace Accommodations	4
Accessibility Standards and Guidelines	1
Campus Supports/Services	44
Alternate Formats	2
AODA	9

## TRAINING

1. **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.

In 2024–25, the HREO facilitated the following sessions:

Course	# of Sessions	Trainees
Staff Equity Representative	6	100
Employment Equity Representative (QUFA)	6	80
Positive Space Part 2	15	127
Anti-Oppression	3	53
Showing Up for Anti-racism and Inclusion 1	5	35
Showing Up for Anti-racism and Inclusion 2	3	34
Responding to Disclosures - Employees	5	32
Responding to Disclosures - Students	9	87
DEAP Demonstrations	6	22
Building a Consent Culture	7	135
Healthy Relationships	8	27

Trauma-informed De-escalation	6	77
HR D2I: Human Rights, Queen's and You	2	53
HR D2I: Anti-Oppression in the Workplace	1	13
HR D2I: Anti-Racism 101	1	18
HR D2I: Sexual Violence in the Workplace	1	11
HR D2I: Sexual and Gender Diversity in the Workplace	1	15
Asynchronous Learning Modules; Mandatory	Self-guided	1317
Asynchronous Learning Modules; Employment Equity	Self-guided	445
Asynchronous Learning Modules; AODA Suite	Self-guided	3316
Asynchronous Learning Modules; Other	Self-guided	2689

2. **Expiring Training Notification:** In March 2025, the Training Manager implemented a new feature to support employees whose training becomes invalid after five years. Employees with upcoming expirations will now receive an automated email reminder two months in advance, providing ample time to register for a refresher session.
3. **Learning Challenge:** From April to December 2024, the HREO implemented a new training challenge for Staff and Faculty. The HREO Learning Challenge is a set of virtual and self-directed learning opportunities designed to build foundational understandings of Indigenization-Equity, Diversity, Inclusion, Anti-Racism, and Accessibility (I- EDIAA). The Learning Challenge 2024 combined self-directed and experiential community-based learning. In 2024, 30 individuals accomplished this challenge.
4. **Training requests:** In 2024/25, the HREO delivered fourteen individualized training requests across the university. Trainings ranged from regular session for smaller groups like Positive Space and Showing Up to tailored session like Anti-Oppression in Medicine and Anti-racism is Camping. The HREO trialed a new approach to individualized training, which blended synchronous and asynchronous learning opportunities to maximize group learning. This model involved providing a group with a synchronous introductory session on HREO and I-EDIAA, followed by an engagement with pre-selected asynchronous learning modules. The asynchronous learning was then applied and expanded upon through a scenario-based Debrief session tailored to the group. The model received great feedback and encouraged groups to engage more deeply with I-EDIAA.
5. **Law/HREO I-EDIAA Learning Certificate:** Partnering with the Law school the HREO piloted a new learning certificate for incoming law students. This certificate provided a tailored professional development opportunity for law students to engage with HREO's asynchronous modules on a variety of topics including, Accessibility, AntiO Racism, Positive Space, Equity and Research, and Sexual Violence Prevention and Response. We look forward to expanding this offering this year to students across all years of Law School and perhaps into other professional school across campus.

## HUMAN RIGHTS AND EQUITY INITIATIVES

1. **Employment Equity Forum:** On May 6, 2024, the Human Rights and Equity Office (HREO) hosted its annual Employment Equity Forum under the theme *Achieving and Sustaining Equity Includes Us All*. The event featured a keynote address by Adelle Blackett, Chair of Canada's new Employment Equity Act Review Task Force, appointed by the federal Minister of Labour. During the forum, the HREO also presented the Human Rights Initiative Award to Queen's Hospitality Services. Participants received updates on the goals of the 2023/24 Employment Equity Plan and were invited to provide feedback and suggestions on the Draft Plan for 2024/25.
2. **March 21-International Day for the Elimination of Racial Discrimination:** In recognition of the International Day for the Elimination of Racial Discrimination, the HREO presented a social media spotlight on poets and writers who use their art to confront and challenge racial injustice.
3. **Anti-hate Campaign:** The HREO contributed to the [Together Against Hate](#) campaign providing mental health services, educational resources and campus supports for Queen's community members should they experience or witness hate, harassment, or discrimination.
4. **Black History and Futures Month 2025:** 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 2025:
  - [Annual Global Calendar of Events](#) - To keep campus & community informed re the month's festivities.
  - [BHFM Webpage Resource](#) - Highlighting current and past BHFM initiatives, events and resources.
  - [BHFM Campus Newsletter](#) - Raising campus awareness of BHFM while simultaneously launching the Global Calendar and new BHFM webpage resource.
  - [BHFM Opening Ceremony and Community Panel](#) Feb 3rd. – A launch event for the month, featuring live performances by the ACSA dance troupe, a panel of students/staff/faculty, networking opportunities and refreshments. See photo gallery (photography by King David Olajuwon).
5. **Human Rights in the Workplace Drop-in Sessions:** The Human Rights Advisory Services has launched a new initiative to support staff. Twice a month, during the lunch hour, employees are invited to drop by the Human Rights and Equity Office (HREO) to learn about human rights in the workplace. Participants can ask questions during the session or submit them anonymously in advance. These sessions are intended for general discussion and education. They are *not* a venue for filing formal complaints.
6. **Emancipation Day:** The HREO worked collaboratively with the city of Kingston, Queen's University academic departments, St. Lawrence College and a variety of other local

organizations including notable Black businesses to put on a three-day Emancipation Day celebration (August 1-3):

- **August 1**
  - Flag Raising Ceremony at Confederation Park
  - Black film screening at The Screening Room with filmmaker facilitated post screening discussion
- **August 2**
  - Emancipation Reception at Pedalworks Café & Studios
- **August 3**
  - The Black Block Party on Confederation Street, a community led event highlighting Black businesses and joy within the wider Kingston area.

For more on these three day festivities, you can read the following articles:

<https://www.kingstonist.com/news/events-and-programs-for-emancipation-day-2024-in-kingston/>

<https://www.cityofkingston.ca/arts-culture-and-events/city-calendar-and-events/feature-events/emancipation-day-celebrations/>

<https://www.visitkingston.ca/emancipation-day-2024-celebrating-black-excellence-in-kingston/>

## HUMAN RIGHTS ADVISORY SERVICES

1. **Human Rights Advisory Services:** There were 146 new cases from May 2024 to April 2025 as well as 12 continuing cases. The busiest time for casework for the Human Rights Advisory Services was in November 2024 and March 2025. Most cases concerned breaches of human rights on disability grounds. The Human Rights Advisory Services provided human rights advice to students (52.7%), Staff (30.8%), Faculty (10.3%), Alumni (2.7%), and Other (6.2%) (Other includes primarily community members).

Case Nature	Cases
Accommodation	27
Discrimination	13
Harassment	21
Systemic	7
Institutional	6

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.

During the 2024/25 year, there were 33 incidents reported through IN-SIGHT. Of these, 66.7% occurred on campus, 21.2% took place online, 6.1% happened off campus, and 6.1% were classified as “other”.

## SEXUAL VIOLENCE PREVENTION AND RESPONSE

In January 2025, SVPRS added a Case Manager and Student Advisor to the team. This is a welcome addition, creating more capacity for case management and follow up for our students. Campus collaborations for care continue to be a priority. We work regularly with faculty offices, CARE/Support Services, Residence, Off Campus Housing and Student Wellness Services, and community partners, to ensure our clients have wrap-around supports.

**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 Community Outreach staff member 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 Community Outreach staff member also delivers a workshop for faculty and staff on responding to student disclosures. This workshop is intended to prepare employees to provide compassionate and trauma-informed responses to disclosures and to support them in ensuring they meet their responsibilities under the policy. This workshop is offered several times across the academic cycle, both in-person and online. Members of the team regularly attend faculty meetings, new staff orientation sessions offered by Human Resources and accept other invitations to provide employee groups with information about roles and responsibilities covered in the sexual violence policy and about how to respond to student disclosures.

We continue to work with faculties to embed SV, IPV and GBV content in existing curricula. Multiple courses, across multiple faculties and departments, now have some sexual violence content embedded in them.

The SVPRS Manager continues to work with Student Affairs teams in Residence and the Student Experience Office to ensure our incoming students complete the online learning program, It Takes All of Us. Communication to the incoming class starts in early July. The HREO tracks and monitors compliance for mandatory completion both for students and for employees who must also complete the program. Employee compliance reports are generated and shared with units quarterly. The content of both versions of the program is reviewed periodically to ensure relevance and accuracy, particularly in relation to our policies.

**Consent Week:** The #ConsentatQueens working group, chaired by the SPVRS Community

Outreach staff member, comprises representatives from a number of units including Health Promotion, the SHIFT project, Residence, the AMS, and others. The membership continues to collaborate on a variety of projects, including organizing special events and providing educational opportunities. The focus for summer is on planning for Orientation and Consent Action Week, including We Believe You Day, which will take place during the third week of September .

**Sexual Violence Policy:** The past year has brought some interesting opportunities and changes to SVPRS. The revised SV Policy (January 2024) now includes the language of Intimate Partner Violence, and the definition of Sexual Violence was amended to acknowledge SV in the context of relationships. We have actively encouraged employees who hear a disclosure of IPV to refer the student to our office for support and to use the existing notification process to facilitate referrals. Referrals related to IPV have always been accepted. However, there has been a gap in campus response to IPV and GBV more broadly. There is more work to be done to ensure all students get the appropriate referrals and support when they disclose experiences of SV and IPV.