

A Thousand Voices

**Diversity, Equity and
Human Rights Services**

2006-2007 Report

**A Thousand Voices:
Diversity, Equity & Human Rights Services
2006-2007 Report**

It Takes a Thousand Voices to Tell a Story

Welcome to **A Thousand Voices**, an account highlighting our work and collaborations. We are excited to look back and share with you the wisdom and insights we've discovered over this past year.

Like all great achievements, it would be remiss to think that we did it in isolation. As the title suggests, it took the beat of our diverse community, it took the passion and commitment of those outside our fold and it took a belief that every voice is worthy of acknowledgement and representation.

We hope its inflection moves you as it has us.
Enjoy the journey.

Welcome to Diversity, Equity and Human Rights Services

The George Brown College Path to Leadership articulates our vision and mission as a College. Woven into the fabric of George Brown College and all that we do is our respect for the diversity of our students, staff, faculty and administrative staff. In putting students first, we also put our respect and acknowledgement of their diversity first in all our interactions with them and each other. The work of the Diversity, Equity and Human Rights office is to provide leadership and support to the college community in relation to diversity, equity and human rights. George Brown College is a unique educational and work experience because of our diversity and our attention to the wealth of learning opportunities this diversity provides us.

Our Office

We are here to assist you in matters related to ensuring a welcoming and respectful learning and work environment for all George Brown College students, staff and visitors. We are here to answer questions, advise, and educate our College community in issues related to harassment and discrimination, employment equity, information access and privacy issues.

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Shared Wisdom

*There is no agony like bearing an untold story inside you.
Maya Angelou*

This past year, we were fortunate to partner with various community members to share and disseminate life nurturing insights and knowledge. In our collective voice, we've highlighted some of our partnerships in the following pages.

Shared Wisdom : Lunch and Learns

- Exile: Hats for Humanity

I didn't come to Canada because it was my wish. I was forced to leave because of the things I was doing for my country... (It) was very overwhelming and very hard when I came here.

Aaron Berhane

2005 GEORGE BROWN COLLEGE PEN Writer in residence, originally from Eritrea

Late 2005, Graphic Design students were challenged to create hats that expressed their sense of what exile embodied after listening to the experiences of our former and current PEN writers in residence. October 18, 2006, we hosted a forum featuring some of the hats, giving the students an opportunity to express how design may be used as a tool for social improvement. **Three students who had experienced forced separation from their countries, Aaron Berhane, Mir Mahdavi and Professor Jennifer Stellings** discussed the process and affect the issue had on their creations and personal character.

- Map of the Mind Fields: Managing Adolescent Psychosis

Psychosis is treatable. Recovery is expected.

Now what we try and do is treat the person early and keep them in their life. Have them go back to school; have them stay with their friends; keep them in their families so they don't really lose those really important developmental stages.

Dr. Bill MacEwan

Clinical Director

Early Psychosis Intervention Program

Featured in *Map*

November 15-16, 2006, we hosted a Lunch and Learn forum examining the condition and needs of young adults living with psychosis. Knowing that 3 out of every 100 people in Canada will experience psychosis in their lifetime and that psychosis usually shows up in adolescence or early adulthood, our office believed this subject was timely and of great importance. The NFB film featured four young adults from British Columbia who, with familial and community support, were enabled to lead fulfilling lives. Revealing treatment strategies that include medication and education, the documentary demonstrated how these youth learnt about psychosis, self-coping mechanisms, and recognizing triggers.

Professor Shane Connors of the *For You Program*, facilitated the session by sharing his vast knowledge of the issue and inviting participants to share their further insights and ideas. The discussion that ensued, gave staff an opportunity to explore ways we could better accommodate, service, teach and support students in similar circumstances to succeed in attaining their goals. To get a copy of the material shared during this event or to borrow the DVD, please contact our office.

Shared Wisdom : Lunch and Learns

- Tribe of One

There should be a legacy left to my mom and her ancestors, (a)nd that legacy would be a land base for her children and grandchildren for seven generations. So yes, I am pursuing that and hope to get that in my lifetime before I pass everything on to the daughters and let them take care of it.

Rhonda Larrabee
Chief of the New Westminster Band
Featured in *Tribe of One*

This Lunch and Learn documentary was featured in March 14-15, 2007. It described Rhonda Larrabee's journey as she continuously struggled to piece together a hidden Aboriginal history, ultimately to preserve a legacy that her mother felt forced to escape. Today, as proud Chief of the New Westminster Band, she is focused on revitalizing the Qayqayt First Nations. With beautiful archival footage and compelling interviews, this documentary captures Rhonda's quest to embrace her roots and make amends for her mother's pain. **Native Students Counsellor, Lori Budge**, facilitated these sessions bringing in her own perspective and connection to Rhonda's experience. The discussion that followed was moving and revealing as staff reflected on what community and sense of home meant to them.

- Between: Living in the Hyphen

The problem is that meaning is not a totality of sameness and predictability. Meaning generates and amplifies itself, beyond itself, but never forgets; fragments of its memory and its potency exceed itself with meaning full of desire and can only be found hiding between the words and lines and in a margin large enough for further thought, music at the heart of thinking, go ahead. No sooner do we name meaning than it seems to dissipate. As a sure thing, it eludes us.

Fred Wah
Poet featured in *Between*

In Canada, diversity often means "one ethnicity + hyphen + Canadian," but what if you don't fit into an easy category? What if your background is a hybrid of ancestries and you live somewhere between, where cultural identities overlap? *Between* interweaves the experiences of a group of Canadians with one parent from a European background and one from a visible minority. On February 14-15, 2007, **Human Rights Advisor, Jennet Cox**, empathetically facilitated this Lunch and Learn session, encouraging participants to consider what it means to define and identify oneself despite societal dictates. She adds, "(the) video is an excellent opener for discussions to take place around the issues of being multi-ethnic and is a perspective that I feel is often missed in our field of work".

Shared Wisdom: Exhibits

- The Ontario Black Heritage Exhibit

I'm a Speaker for the dead because they are still alive. There are millions of nameless faceless people gathered around me on a daily basis and it is my responsibility to give them a face, to give them a voice and to help the world understand that even if we are broken, even if we are disrespected, we can pull ourselves together and survive.

Elise Harding Davis

Seventh generation Canadian

Curator, North American Black Historical Museum & Cultural Centre

From January 15 – 20, 2007, the Diversity, Equity & Human Rights Office featured the Ontario Black Heritage Exhibit in the St. James main foyer. Compiled and developed by the **Ontario Black History Society (OBHS)**, the display featured some of the greatest contributions made by African descendants in Canada over a period spanning 400 years. For more information regarding Canadian Black History in general or the OBHS exhibits specifically, please visit the OBHS website at: <http://www.blackhistorysociety.ca/>

- Diversity Quilt Project

The diversity of the quilt matches the diversity of the fabric
which comprises our college.

Ron Sluser

Community Services Professor

During the 2006-2007 school year, the **Diversity, Equity and Safety Committee (DES)** initiated the Diversity Quilt project. The Diversity Quilt was envisioned as a unique piece of artwork that would unite our backgrounds and express the college's collective history.

The 40th Anniversary Campaign provided a seed budget. Nancy Hood, Human Resources Executive Director, arranged for **Justyna Hajduk, Events Planning Intern**, to coordinate the project logistics. The Fashion Department donated the vibrant fabrics offered in the complimentary quilt patch starter kits. College members were encouraged to form groups of 3 or more and create a 12 by 12 inch quilt patch using either the kits provided or personal material of their own choosing. The square could include aspects of the groups' culture, background, ethnicity, orientation, or lifestyle. Staff and students were given the freedom to express themselves as they so desired. The Diversity, Equity & Human Rights Services staff, who as are also DES members, contributed to 5 patches. By mid-May, more than 170 staff, faculty and students of George Brown College submitted over 50 quilt patches. Expertly crafted and stitched by student **Sandra Campbell**, the finished creation was unveiled during the President's Breakfast August 27, 2007.

Shared Wisdom: Honoured Speakers

- Roberta Jamieson
Challenges Related to Teaching and Learning in the Toronto
Community Colleges: Addressing the Changing Demographic

We need to create a society that embraces differences and creates space for all people...
Money also helps, but many of the changes required have to do with our minds,
not our pocket-books, with our attitudes, not our budgets...
(t)he extent to which we do nothing to make a better system,
is the extent that we uphold the status quo.

Roberta Jamieson
CEO of the National Aboriginal Achievement Foundation
Keynote Speaker

February 26, 2007, the Diversity, Equity & Human Rights Office hosted **Roberta Jamieson** as the Keynote Speaker launching the *Academic Strategy in Action* Intercession Week. As the first Canadian aboriginal woman to earn a law degree, and the first woman appointed as Ontario's Ombudsman, Jamieson continues to open doors for First Nations across the country. Known for her work in dispute resolution, she is a leader and role model for both aboriginal and non-aboriginal people alike.

In her keynote address, Jamieson affirmed that Aboriginal people are not a racialized ethnic minority therefore could not be grouped with other marginalized communities when discussing disparity. We were asked to take into account such facts as half of the aboriginal population has not completed high school; the unemployment rate is double the general population's rate; and that the aboriginal population is growing at twice the rate of the general Canadian population. Given these realities, she challenged us to collectively examine how we, as a learning institute, could plan future programming and outreach. There are great opportunities for the college to effectively position itself, direct outreach and service Aboriginal youth like no other college in the GTA. However, Jamieson was quick to note there needed to be a conscious shift in perspective. For instance, commitment to follow the lead of Aboriginal groups and to acknowledge the journey and societal successes of Aboriginal persons are notably more progressive than viewing aboriginal youth as problematic, thus in need of help to change. Partnering with organizations such as the Aboriginal Institute Consortium, Friendship Centres, trade institutes and alternative schools in the Greater Toronto Area were suggested as initial possibilities.

Shared Wisdom: Honoured Speakers

- Rabia Khedr
Towards an Inclusive Society, Accessibility and Social Inclusion

I as a person with a disability have a faith, culture, family, career.... It is essential that people look at me within the context of my lived experience and values, traditions and beliefs if I am to belong and succeed.

Rabia Khedr
diversityworX Consultant
Keynote Speaker

March 6, 2007, the Diversity, Equity & Human Rights Office sponsored a Diversity, Equity and Safety Committee presentation featuring **Rabia Khedr of diversityworX**. Khedr specializes in participatory action research, inclusion and community development. She has over 15 years of experience in accessibility, community development and outreach with persons with disabilities and ethno-racial-cultural communities. She discussed disability issues from a historical, Canadian and global perspective using her own lived experience as illustration. Khedr through her humor and insight was able to encourage participants to engage in a dialogue concerning the need to accommodate as a "norm" as opposed to an "other" measure in the work and spaces we engage in.

- Desert Rose Project
Human Trafficking: The Reality within our Borders – To Know, To Prevent, To Stop, To Heal

Canada still seems to be focused more on criminal and educational approaches (tight border and visa control, criminal prosecution, advertising on Web sites of the dangers of trafficking) than on human rights such as victims' assistance, protection and right to health

Donna E. Stewart and Olga Gajic-Veljanoski
Trafficking in Women: The Canadian Perspective

March 27, 2007, The Diversity, Equity & Human Rights Office sponsored The Desert Rose Project addressing the issue of Human Trafficking in Canada. The United Nations defines Trafficking as the recruitment of people through deception or force for the purpose of extracting sexual or other services from them. Hosted by **Benjamin Santamaria, former George Brown College PEN Writer-in-residence**, this forum was designed to raise awareness and discuss potential community action measures. Participants were engaged in a Popular Education presentation as well as learn and discuss community and government perspectives with Guest Speakers **Clara Ho, METRAC Legal Director, Julie Meeks, of the RCMP and the Waterdown Educators**.

Shared Wisdom: Honoured Speakers

- Trey Anthony
Positive Space Launch

(N)ot everyone will agree with the choices and decisions that I have made. And not everyone will understand why I do what I do. However, I must remain committed to being less afraid. Committed to standing in my truth.

Be committed to be rooted in my truth.

Trey Anthony
Playwright

Glenn Walsh, Positive Space Coordinator, launched the Positive Space Campaign January 17, 2007, with **Special Guest Speaker Trey Anthony** best known for her hit play *Da Kink in My Hair*. The premise of Positive Space is to:

- Educate about Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) issues and,
- Create more visibility and awareness around Homophobia, Transphobia and Heterosexism, which are forms of discrimination and harassment that are still often not talked about and therefore allowed to persist.

Maureen Hynes, member of the Positive Space Campaign Committee, described the year's successes best when she expressed:

There have been a lot of heartening aspects of the first year of the George Brown College Positive Space Campaign -- the warm reception so many allies have given the orientation sessions, the "it's about time!" response we've gotten as we organized special events and the George Brown College Pride Booth and made links with the student LGBT group, the flash of the rainbow ribbons in offices and new queer-positive posters that people in different areas have decided to put up. Things like the "Ah ha!" moments that people have experienced in the sessions or the conversations at the Pride Booth with students who've been accepted to programs in the college but who want to know if it's okay to be gay at George Brown -- all of these things are what have made the work so challenging, worthwhile and rewarding. We're really looking forward to our second year of the Campaign, and the kind of impact on the college, the student experience and the curriculum, that we can continue to make now that there are so many allies around the college. Personally, it's been revitalizing to learn so much from giving and taking workshops in this campaign and working with the fabulous Positive Space team!

Shared Wisdom: Honoured Speakers

- Leslie McCurdy
Lives of Black Women

Southern trees bear strange fruit,
Blood on the leaves and blood at the root,
Black bodies swinging in the southern breeze,
Strange fruit hanging from the poplar trees.
Written by Abel Meeropol, pen name Lewis Allan
Sung by Billie Holiday
Strange Fruit lyric

November 28, 2006, **Leslie McCurdy** presented her one woman show, *The Spirit of Harriet Tubman*. McCurdy embodied the spirit of Harriet Tubman and retold her life story spanning from early childhood to elder years. Using Tubman's own words taken from her writings, McCurdy skillfully created a performance that took the audience through her solo flight from slavery, her dedicated involvement with the Underground Railroad, her victorious rescue missions during the civil war and her continued commitment to others in her later years. This inspiring solo performance illustrated the power of personal integrity, triumph over racism and the importance of social commitment.

McCurdy also mesmerized our college community when she agreed to sing as *Billie Holiday* at the *Annual Diversity, Equity & Human Rights Services Appreciation Banquet* April 17th at the Hot House.

- Maude Barlow
Blue Gold

Once again, our leaders tried to meet behind closed doors to decide our collective future without us. Once again we said 'No.' I can assure you our cry was heard around the world.
Maude Barlow

March 20, 2007, the Diversity, Equity & Human Rights office sponsored **Maude Barlow** to speak at the 2007 Labour Fair. Maude Barlow is the Executive Director of the Council of Canadians, and author of *Blue Gold: The Fight to Stop Corporate Theft of the World's Water* and *Too Close For Comfort: Canada's Future in Fortress North America*. She spoke passionately about her opposition to globalization and our need to preserve Canada's limited water supply.

Shared Wisdom: Community Outreach

- Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE) Conference
Rhetoric, Reality and the Places in Between: Exploring the Complex Intersections of Human Rights in Higher Education and the Workplace

It's one thing to ally with those who are unjustly treated.
It's another thing to look at the parts of ourselves that are also capable of that unjust treatment.

Barb Thomas
Community Activist/Educator
Keynote Speaker

April 10-13, 2007, CAPDHHE had it's 22nd annual conference in Vancouver. The focus of the forum was to discuss human rights practices and innovative strategies for change, inspiration and renewal. Keynote Speakers included:

- **Lee Maracle**, an award-winning poet, novelist, performance storyteller, scriptwriter, actor and keeper/mythmaker among the Sto:Lo people, currently teaching at the University of Toronto.
- **Heather Bishop**, a long-time social justice activist, musician and Order of Canada recipient.
- **Tina Lopes and Barb Thomas**, authors of the critically acclaimed, *Dancing on Live Embers: Challenging Racism in Organizations* (publ. Between the Lines, 2006).
- **Victoria Maxwell**, a highly sought-after educator and performer who shared her personal journey as a person with a mental illness, her recovery process and crucial information on how to deal with it openly and effectively in the workplace and other spaces.

Dale Hall, Human Rights Advisor to the President, presented a workshop entitled *Getting Perspective- Getting Personal* which provided advisors the space to examine their own personal privilege, and the institutional practices and systems that reflect frequently unacknowledged/unexamined perspectives of privileged groups in our society. Hall is a Past CAPDHHE President and current Archivist.

Jennet Cox, Human Rights Advisor, presented a session entitled *Multiculturalism was Never Really Designed to Imagine Me* which engaged participants in a discussion addressing the gaps in our field of work, issues that need to be considered, and to better provide outreach to marginalized, deemed invisible communities. Jennet Cox is currently the CAPDHHE Member-at-Large and sits on the Executive of the Association.

Sharon Kamassah, Human Rights Advisor, introduced *Evolving Landscapes* by describing to participants the initial concept, purpose, process of putting the newsletter together, issues covered and following successes arisen after its dissemination.

Shared Wisdom: Community Outreach

- Michener Institute
When Spiders Webs Unite They Can Tie Up A Lion: From Individual to Institutional Change

November 23, 2007, Dale Hall was the Guest Lecturer at the Michener Institute. She addressed approximately 50 faculty and staff members about the importance of focusing on diversity in the classroom and the workplace.

- Mosaic
A celebration of Diversity and Black History

February 15, 2007, the Diversity, Equity & Human Rights Services office sponsored Mosaic's fashion event entitled *A Journey Through Time, the Eyes of Fashion*. The students creatively modeled clothes spanning the days of slavery to the present time simultaneously depicting the tone of the eras staged. Intermittently live music and dance performances enthralled the audience.

Shared Wisdom: Workshops

- St. Stephen's Community House
Managing Conflicts with Angry Clients Workshop
Effective Communication Skills Workshop

Due to great interest, the office hosted workshops addressing effective conflict resolution February 28th and March 23, 2007 and dealing with angry client November 22 and 29, 2007. Held at the Courtyard Marriott, these practical full-day workshops provided an array of tools and techniques to add to staff competence in resolving misunderstandings and neutralize crisis. The St. Stephen's facilitators covered issues such as:

- The dynamics of conflict escalation
- How to manage different work styles
- How to make people feel heard and to clarify situations for constructive dialogue
- Ways to approach people to raise concerns in ways that won't lead to defensiveness
- Effective problem-solving techniques to generate win-win solutions.

In total, **120 staff persons** participated in both workshops.

- Staff Development Collaborations

Diversity, Equity & Human Rights Services works collaboratively with the Staff Development office of George Brown College on a number of education sessions, including but not limited to: Boot Camp for Managers, Diversity Portfolio, Inter-Session Week planning and other yearly educational initiatives.

Shared Wisdom: Equity Committees

Positive Space Campaign

The Positive Space Campaign is a reflection of George Brown's commitment to welcome and include all members of the community and to create a college community that is free of discrimination and harassment based on gender and sexual identity.

The Positive Space Campaign brings visibility and support to lesbian, gay, bisexual, transgender/transsexual, two-spirited and queer/questioning communities at George Brown College.

Dale Hall chairs the Steering Committee. Trained Resource Persons display the Positive Space Logo at the entrance of their work area, indicating that they are queer-positive and able to provide information and referrals. The presence of the Positive Space Ribbons raises awareness of the differences that exists on campus and sensitizes others to both subtle and overt forms of heterosexism, homophobia and transphobia.

For more information, please view the Positive Space website at www.georgebrown.ca/positivespace or the Positive Space Coordinator at 416-415-5000, ext: 4609.

The Diversity, Equity and Safety Committee

In April 1996 College Council established a new committee to promote and celebrate diversity. The mandate of the Diversity, Equity and Safety Committee is to:

- Promote and communicate the work and activities of various College groups to diversity,
- Support individuals and groups within the College involved in diversity work, and
- Be a catalyst for new initiatives which will help the College's understanding of and commitment to diversity.

Participation on the Committee is open to all College members. If you have any questions, concerns, issues or project ideas, please contact College Council through your Student Association, Department/Faculty representative or the Human Rights Advisor.

Shared Wisdom: Equity Committees

Accessibility for Ontarians with Disabilities Act Committee (AODA)

On June 13th, 2005 the AODA received Royal Assent and is now law. The purpose of this act is to achieve accessibility for Ontarians with disabilities by 2025. The goal is for people with disabilities to have access to all aspects of our community and society. Standards are being developed for both public and private sectors to address all access issues. Since the inception of the Act, Educational institutions along with other sectors have been required to develop a committee and provide an annual report to the Ministry. This report identifies the key areas that have been identified as presenting barriers to persons with disabilities and what plan has or is being implemented to remove such barriers in promoting access.

As one of the most diverse colleges in Canada, George Brown College is committed to promoting an equitable environment for students and employees and opportunities for members of the community to have access to and participate in all aspects of college life. The College established its AODA committee in 2004 and has continued ongoing efforts in working towards an inclusive and barrier-free College.

The AODA committee has posted the annual reports each year which identifies what commitments were made and what outcomes were met. You can find these reports on the Diversity, Equity and Human Rights Services website, www.georgebrown.ca/diversity

Safe Walk Committee

The Safe Walk Program is a joint initiative between the Student Association and George Brown College. Dale Hall sits on their Steering Committee. Safe Walkers work in co-ed pairs to escort George Brown College students, staff and guests to local parking lots or TTC stops. All Safe Walkers are students who have been trained in emergency first aid and American Sign Language.

You can get more information from the following website: www.studentassociation.ca

Other Committees

We are also members of the College Council and Orientation Committee.

Shared Wisdom: Publications

- Evolving Landscapes

Evolving Landscapes is about who we are and how we are connected to our community-the city-the country and the globe. It is about human rights globally, provincially and at our own College. It is about how the human rights landscape is evolving, some-times for the better and sometimes for the worst. In order to truly understand our world and our community we must first have information and context. We are a global community; we each of us are connected to that community in a variety of ways.

Dale Hall

Human Rights Advisor to the President, George Brown College

Created in 2005, **Sharon Kamassah, Human Rights Advisor**, started the bi-annual newsletter that served to inform the college community of the Human Rights Office varied initiatives and further examine equity issues nationally and globally. For the 2005-2006, **Aaron Berhane** served as editor bringing in his wealth of experience as not only the former co-founder and editor-in-chief of the largest independent newspaper in Eritrea, *Setit*, but current publisher of Toronto based Tigrinya-language newspaper, *Metfi*.

Your Guide To Human Rights Issues

For staff and administrators, the Diversity office published a user-friendly guide outlining what discrimination and harassment may entail and the steps to take to resolve it. Copies of the guide may be obtained in the Diversity, Equity & Human Rights Office or online at www.georgebrown.ca/diversity

Shared Wisdom: Additional Roles

Freedom of Information and Protection of Privacy (FIPPA)

George Brown College is an institution which falls within the jurisdiction of the *Freedom of Information and Protection of Privacy Act (FIPPA)*. The College therefore is obligated to follow the regulations outlined in the legislation in regards to information access and protection of privacy.

FIPPA provides a person with a legal right of access to certain records and personal information under the control of an institution covered by the legislation. If you have any questions or requests for information, you may contact Dale Hall, the FOI Coordinator, at 416-415-5000, x: 4646.

Our Numbers

Educational Stats

The number of educational requests and activities has grown steadily over the years. The following outlines some of our office's involvement and initiatives between September 2006 and April 2007.

- **Student Association and Divisional/Departmental Student Orientations**
The Diversity, Equity & Human Rights Services presented, and displayed tables of material and gift giveaways at the St. James and Casa Loma campuses.

- **Classroom Workshops** Casa Loma and St. James
The Advisors presented 25 workshops, to a total of 600 students, designed to address curriculum needs raised by faculty.

- **Staff, Faculty and Administrator Training Sessions**
Including monthly Lunch and Learn forums, the Advisors facilitated 16 sessions, educating a total of 360 staff, at both the main campuses.

- **College Wide Events**
The Diversity, Equity & Human Rights team organized and featured theatre performers, guest speakers and student events. The total college wide attendance was 480 people.

- **Black History in Ontario**
The Advisors arranged for the Ontario Black History Society's educational exhibit to be displayed in the St. James campus lobby at the beginning of the New Year.

Employment Equity

George Brown College is committed to being an equal opportunity employer. To measure the progress the college has been making in terms of representation of people of colour, women, aboriginal and people with disabilities, George Brown College updates their employment equity data base on a yearly basis. This data is presented to College Council, Senior Administrators and the College Board of Governors every year.

The data collected on the Employment Equity survey is kept in the strictest confidence and used only for the purposes of the equal opportunity program. The Ontario Human Rights Code provides the legal authority for collecting this information.

The College also supports as part of the employment equity initiative two six month paid internships for job ready aboriginal candidates. We would like to acknowledge the support given to this program by OPSEU Local 557.

For more information, you can view the Employment Equity reports on the George Brown College internal website.

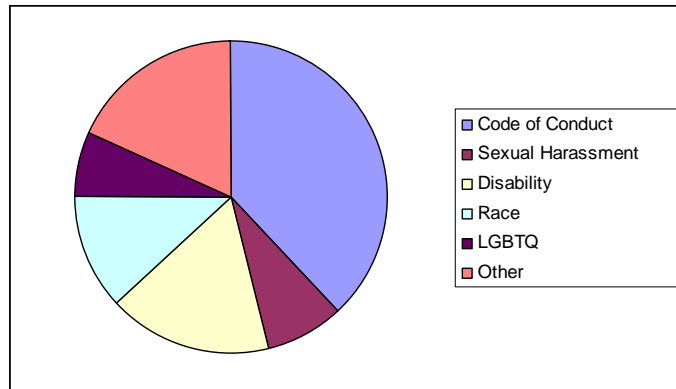
For a copy of survey, please contact Dale at dhall@georgebrown.ca

Case Stats

Between September 2006 and April 2007, we addressed the following cases and facilitated numerous consultations.

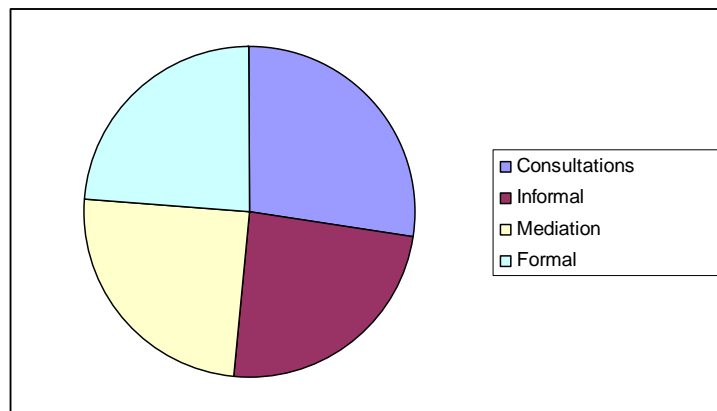
The major issues were:

Code of Conduct *	58
Sexual Harassment	12
Disability	26
Race	18
LGBTQ	10
Other	28



The means of resolution were:

Consultations	30
Informal	26
Mediation	27
Formal	26



It is important to note that though *Code of Conduct* complaints are not covered under the *Prevention of Discrimination and Harassment policy* under which our office operates, GBC staff, faculty, and students continue to come to our office to seek advice concerning the Code of Conduct policy. Our office is regarded as a safe space for our college community to share their concerns and get general information. *Other* refers to the raised issues and situations we address that don't fit the confines of our primary role such as providing advice to students working part time off campus; alumni; referrals for issues related to domestic abuse; sexual harassment off campus, etc.

*Please note that one of the formal Code of Conduct complaints involved 20 individual complainants.

Future Directions

Our educational forums mirror the Diversity, Equity and Human Rights Office's growth in scope and commitment to equity. The Diversity office plans to continue to build on the momentum it has been built in the past five years and will continue to deliver informative and engaging education and discussions. Please frequently check our website www.georgebrown.ca/diversity under *Current Events* for updates on our initiatives.

Special thanks

Gratitude is when memory is stored in the heart and not in the mind.
Lionel Hampton
Musician

Every year, the Diversity, Equity & Human Rights Services office invites college members that have contributed and supported our initiatives and work throughout the year to an afternoon celebration filled with prizes, music and fantastic food.

Dale Hall and the staff of the Diversity, Equity & Human Rights Office gave a special recognition at the Appreciation Banquet held April 17th to Maureen Hynes, the School of Labour Coordinator. Maureen has worked tirelessly without fanfare or official public recognition on issues of diversity, equity and human rights at the college for over 20 years. Her work was celebrated and acknowledged with a gift and heartfelt speech.

We would like to extend further appreciation to
all our supporters and colleagues over the years.
Your input and passion makes our work that much richer and worthwhile.
It's exciting for us to see the strides we have made together and will continue to
make in the future.

Much appreciation!