



Diversity, Equity & Human Rights Services

who we are
&
where we are going

2018

Acknowledgement of Traditional Land

WE WOULD LIKE TO ACKNOWLEDGE that George Brown College is located on the traditional territory of the Mississaugas of New Credit and the land of other Indigenous Peoples that lived here over time.

WHO WE ARE

DIVERSITY, EQUITY AND HUMAN RIGHTS SERVICES (DEHRS) promotes fairness, equity, accountability and transparency at George Brown College. Our office manages human rights complaints and advises and educates on diversity and inclusion.

Diversity, Equity & Human Rights Services Guiding Principles

To acknowledge, promote, appreciate and value the presence of varied experiences or qualities within individuals or groups.

To recognize and aim to reconcile historic and systemic barriers through advising and raising awareness, and by facilitating a fair and equitable complaints process.

We are responsible for matters that fall under the following GBC policies, and the relevant legislations that govern those policies:

- Human Rights Discrimination and Harassment Policy
- Sexual Assault and Violence Policy and Protocol
- AODA Accessibility Policy
- Freedom of Information and Privacy

Our team is comprised of:

- Director of Diversity, Equity and Human Rights Services and FOI Coordinator
- Human Rights Advisor & Investigator
- Human Rights Advisor & Investigator
- Positive Space Coordinator
- Sexual Assault/Violence Response Advisor
- Intake & Operations Coordinator
- ASL Interpreter for GBC Employees
- AODA Coordinator

HOW WE HAVE CHANGED

Our office continues to evolve to meet the increasing complexities of our community. DEHRS has taken a proactive approach to streamlining our services to meet current and emerging needs.

Some of our recent work includes:

- Updating our advisor roles to include investigation to ensure a comprehensive end to end process.
- Introducing an Intake & Operations Coordinator to provide an efficient and effective process.
- Instituting a full cycle case management approach and implementing a case management system for accurate statistical reporting to provide transparency to our community and inform the direction of the work of our office.

WHAT WE ARE WORKING TOWARDS

Enhancing partnerships across the college to further support our outreach and awareness-raising activities.

Building more robust training modules on a variety of topics related to diversity, equity and human rights.



Leadership & Partnerships

DIVERSITY AND INCLUSION ARE SHARED RESPONSIBILITIES. It is through our partnerships, and with the support of senior leadership, that George Brown College can achieve an inclusive environment.

Our office works together with many other areas to ensure the college can fully support our students and employees.

Some of our current partnerships include:

- Public Safety and Security to ensure the safety of our community
- Healthy Campus Initiative to ensure a coordinated approach with other related areas
- Human Resources to address employee matters
- Accessible Learning Services to prevent and remove barriers collegewide
- Counselling Services to ensure ongoing support for overall health and wellness
- Website Publishing to ensure the accessibility of our website and materials

Raising Awareness

DEHRS continues to be responsive to our community's requests for education and training. To build on this model, our team is excited to announce the upcoming launch of a series of diversity modules to increase awareness across the college community.

These modules are being created through an anti-oppressive lens in partnership with subject matter experts throughout the college, and with the support of the Organizational & Staff Development office.

Some of the topics to be covered include: Human Rights, Sexual Violence Protocol and Supporting Survivors, Anti-Racism, Positive Space, and Accessibility and AODA Compliance.

We look forward to partnering across the college to specifically address the Truth and Reconciliation Commission of Canada's Calls to Action, and Ontario's Anti-Racism Strategic Plan.

DEHRS also continues to facilitate training for GBC students:

- Bad Subject: practical, engaging, activities-based workshops on consent and rape culture.
- In-class sessions on various topics, by request.

The DEHRS team wish to thank all the peer leaders in our UpStander Training program for their dedication and support

Events

DEHRS remain committed to raising awareness, contributing to a culture of inclusion and strengthening our partnerships across the college.

Some recent highlights included:

Honoring **Black History Month** with opening and closing ceremonies. DEHRS sponsored students from GBC's Black Student Success Network to attend the Black History Luncheon and our office hosted guest speakers Bernice Carnegie and Cynthia Redmon, descendants of historic Black Canadian families, who celebrated the strength and contributions of African-Canadians across our country and within our communities.



← Bernice Carnegie (left) and Cyd Redmon (right) at DEHRS' closing event for Black History Month.

Celebrating **International Women's Day** with guest speaker Kai Cheng Thom who read from their novel, *Fierce Femmes* and *Notorious Liars: A Dangerous Trans Girl's Confabulous Memoir*.

Facilitating activities on **Global Accessibility Awareness Day (GAAD)** that encouraged faculty, staff, and students to learn about inclusive practices and supporting students of all abilities.

Commissioning artists who are allies and/or from the LGBTQ2+ community, artists who identify as indigenous, racialized artists, women artists, non-binary artists, and/or artists with disabilities for our **2018 Inclusive Valentines campaign**.



↑ 2018 Inclusive Valentine's



Reaffirming our commitment to diversity and inclusion through discussion and interactive activities led by **Hadiya Roderique** in support of the creation of a collegewide diversity strategy.

↑ Hadiya Roderique

Transparency & Reporting

DEHRS is responsible for reporting accurately and with transparency the activities of our office.

497
ASL assignments



American Sign Language (ASL) Interpretation

In 2017, there were 497 interpreting assignments covered for college employees and events.

198
cases



Cases

From January 2017 to April 2018, the office managed 198 cases.

1472
students
&
1181
employees
trained



Training

From January 2017 to April 2018, DEHRS provided sexual violence prevention and consent training to 1472 students and trained 1181 employees on GBC's sexual violence protocol.

4
reports
filed



Reporting

In accordance with our legislative requirements, the office has filed the following reports:

- AODA Status Report and the 2017 AODA Compliance report
- Sexual Violence and Harassment Action Plan Implementation Report
- FOI: The Year End Statistics Report for the Information and Privacy Commissioner of Ontario

Diversity is a fact.
Inclusion is a choice.



WHAT'S NEXT

Open House

We welcome everyone to join us this summer for light refreshments as we showcase the results of our space renewal project:

- June 11, 11 am - 1 pm
at Waterfront, Rm 230
- June 14th, 11 am - 1 pm
at St. James, SJA 126
- June 15th 11 am - 1 pm
at Casa Loma, C221B

Local Artwork

We are working with artist M. Falconer and artists Chief Lady Bird and Aura, who have been commissioned to create new artwork for our spaces.

Diversity Committee

We look forward to the launch of a diversity committee, which will provide insight and support for the development of a college wide diversity strategy.

ARTIST PROFILE

M.FALCONER is a self-taught visual artist who has been painting for three years. Her unique paintings are inspired by Black culture and foster a sense of self-love, identity and self-expression. Her style can be described as pop art portraiture due to her bold and unconventional colour palette. Visit her website www.mfalconer.com to check out original paintings, prints, fascinating time lapse videos, and more.



📷 [melissafalconer](https://www.instagram.com/melissafalconer)

f [mfalconerart](https://www.facebook.com/mfalconerart)

🐦 [melissafalconer](https://www.twitter.com/melissafalconer)

WHAT DOES DIVERSITY AND INCLUSION MEAN TO YOU?

Send your answers to diversity@georgebrown.ca for your chance to win a prize!

Contact Us!

diversity@georgebrown.ca

Office Locations:

Casa Loma Campus: 160 Kendal Ave, Room C221B

St. James Campus: 200 King Street East, Room 126 & Room 423A

Waterfront Campus: 51 Dockside Drive, Room 230