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# Centre for Equity and Inclusion

## *Annual Report 2016*

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## Acknowledgements

Sheridan would like to acknowledge that all three of its campuses are on, what has been for thousands of years, the traditional Territory of the Mississaugas of the Credit First Nation, Anishinaabe Nation, Huron-Wendat and the Haudenosaunee Confederacy.

It is our collective responsibility to honour and respect those who have gone before us, those who are here, and those you have yet to come. We are grateful for the opportunity to be working on this land.

The Centre for Equity and Inclusion thanks the Vice President, Human Resources and Equity for their active support, leadership, and championing of equity and inclusion issues at Sheridan.

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# Executive Summary

Sheridan's Centre for Equity and Inclusion (CEI) fosters learning and working environments that are welcoming, inclusive and free of all forms of harassment and discrimination, by collaborating with stakeholders, such as departments, Faculties and individual Sheridan community members.

2016 marked the first full year of operation for the Centre for Equity and Inclusion (CEI). This year, in addition to the positions of Manager, Human Rights and Workplace Harassment and Manager, Diversity and Inclusion, a third member of the CEI team was added: Specialist, Equity and Inclusion.

CEI has been very busy this year with proactive measures, such as policy revision and education initiatives, as well as more responsive work in consultations and managing complaint resolution. In addition to working with partners to revamp and deliver education, such as Respectful and Supportive Place (RASP) to Work and Learn for new managers, CEI has also delivered workshops and presentations to multiple employee and student groups, and built partnerships with academic divisions to develop events for Sheridan and the greater community.

The CEI team has consulted on various policy reviews and developments across Sheridan, and has reviewed and/or updated the following policies:

- Accessibility Policy
- Sexual Assault and Sexual Violence Policy and Protocol
- Workplace Accommodation Policy and Procedures (including related forms)
- Workplace Harassment and Discrimination Policy and Procedure

In terms of responsive activities in the Office, the Manager, Diversity and Inclusion had 61 consultations with members of the Sheridan community related to accessibility. While the Manager, Human Rights and Workplace Harassment and the Specialist, Equity and Inclusion, were engaged in 182 consultations and 54 complaints of harassment and discrimination and/or workplace harassment.

The CEI team has been involved with many Sheridan committees contributing an equity and inclusion lens to some great initiatives and progressive work that continues to be done across the institution. We look forward to becoming more visible and a more established presence in the coming year, to help advance equity and inclusion at Sheridan through education, dialogue and legislative compliance.

**To receive this document in an accessible format,  
please email [equity@sheridancollege.ca](mailto:equity@sheridancollege.ca) or call x2229.**

# Message from Vice President, Human Resources and Equity

Since its inception in 2015, the Centre for Equity and Inclusion (CEI) has been engaged in various initiatives to create a strong foundation for equity and inclusion, and to protect the human rights of all students, employees and visitors to our campuses. CEI works with the Sheridan community to embed equity into our culture in various ways, including the creation of institution-wide policies, participation in various awareness-raising events, developing key partnerships with equity seeking groups and other stakeholders, and the development and delivery of learning initiatives for all community members.

Sheridan's community is very diverse, including persons whose identities intersect in many ways, including gender, race, ability, sexual orientation, culture, faith and more. It is our shared responsibility to continue to identify and eliminate barriers to inclusion, and to use our creativity to build a community that actively engages its members, and helps individuals reach their potential. CEI is a resource to students, employees and others, to help find ways to instill inclusivity in our learning and working spaces.

CEI partners with stakeholders to ensure Sheridan's compliance with the Accessibility for Ontarians with Disabilities Act (AODA), constantly promoting the accessibility of our working and learning environments, and lending expertise to the evolution of accessibility standards in Ontario, including the province's current proposed Education Accessibility Standard. CEI holds membership on Sheridan's Taskforce on the Prevention Sexual Assault/Sexual Violence (SASV) to ensure awareness of the SASV policy and protocol, to recommend sexual violence prevention strategies, and to ensure appropriate staff training is available.

Through various proactive measures, CEI seeks to raise awareness, enhance Sheridan's reputation, and foster a sense of belonging for all members of the Sheridan community. Please look for exciting new programs and initiatives in the 2017–18 year as Sheridan launches its Equity Framework. I look forward to the community's engagement in ensuring Sheridan is a welcoming place to work and learn and for promoting dialogue. I invite you to read this report and I welcome your comments and feedback.

**Megan Marscarin** Vice President,  
Human Resources and Equity





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# Vision, Mission and Values

## Mandate

Sheridan's Centre for Equity and Inclusion fosters learning and working environments that are welcoming, inclusive and free of all forms of harassment and discrimination, by collaborating with stakeholders, such as departments, Faculties and individual Sheridan community members.

## Vision

To collaboratively create an environment at Sheridan that is free from harassment and discrimination and where respect and valuing diverse communities and thought are fundamental.

## Mission

To advance equity and inclusion at Sheridan through education, dialogue and legislative compliance.

## Values

- Accountability
- Community
- Intersectionality
- Universal Design

# Introduction

2016 marked the first full year of operation for the Centre for Equity and Inclusion (CEI). Established in May 2015 and reporting through the Vice President Human Resources and Equity, CEI is a resource for all Sheridan community members including employees, students and visitors to campus.

CEI has diverse responsibilities and areas of accountability within Sheridan including administering equity-related policies to ensure compliance with provincial legislation, and fostering institutional change through proactive measures.

## Policies administered

This is how we facilitate resolution to complaints of harassment and discrimination, and monitor accessibility compliance. Equity-related policies include:

- Accessibility Policy
- Harassment and Discrimination Policy
- Sexual Assault and Sexual Violence Policy
- Workplace Accommodation Policy
- Workplace Harassment and Discrimination Policy

## Proactive measures

This is how we attempt to prevent harassment and discrimination and how we try to reduce the need for accommodation by fostering a more inclusive environment in which to learn and work. Some proactive measures include:

- Education
- Consultations
- Project-based work





# Year in Review

(January 1, 2016–  
December 31, 2016)

In 2016 CEI has worked to establish a solid foundation for our new and growing unit. Key initiatives undertaken in this year include:

- Policy reviews.
- Increasing our staffing complement to three full-time employees.
- Engaging in a strategic planning process.
- Building new partnerships and increasing awareness of our services via workshops and outreach.
- Initiating the procurement of case management software.





## Office Updates

### Staff

CEI currently has three full-time employees who offer consultation/advice and develop education for the Sheridan community:

**Margaret Sanderson**, Manager,  
Diversity and Inclusion

In her role, Margaret coordinates institutional compliance of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), and works in collaboration with students and employees to create equitable and inclusive environments at Sheridan.

**Marla Terreberry-Portfilio**, Manager,  
Human Rights and Workplace Harassment

Marla provides advice on issues related to human rights, equity and inclusion, manages the harassment and discrimination complaint resolution process, and coordinates institutional compliance with the Ontario Occupational Health and Safety Act (OHSA) as it relates to Workplace Harassment, the Ministry of Training, Colleges and University Act as it relates to sexual violence, and the Ontario Human Rights Code (the Code).

**Glenn Walsh**, Specialist,  
Equity and Inclusion

A new position this year, the Specialist, Equity and Inclusion develops and delivers education, promotes the Centre through outreach initiatives, and supports Sheridan community members through complaint resolution work. Glenn helps interpret and apply policy and procedure, and they offer consultation on education initiatives, conflict management, and generally support CEI initiatives and administration.

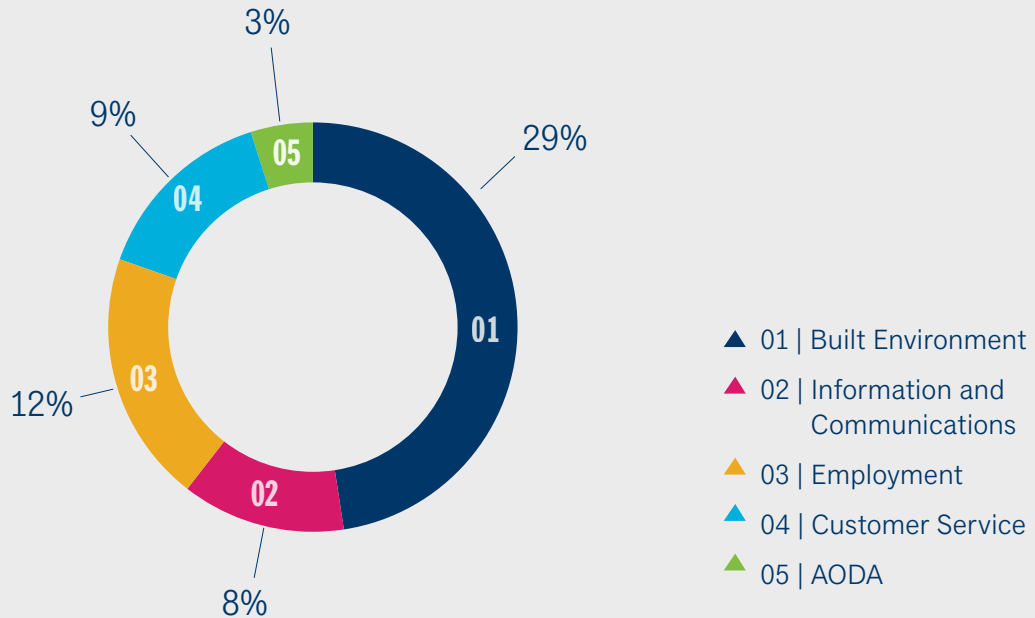
### Locations

In the fall of 2016, CEI established a regular presence at the Davis (Room C209) and Hazel McCallion (Room A364a) campuses, on Thursday of each week. This new practice has helped us to develop collegial relationships with students and employees, and to be more accessible to Sheridan community members.

# Accessibility

In 2016, the Manager, Diversity and Inclusion had 61 contacts with members of the Sheridan community related to accessibility. These contacts were a combination of consultations and feedback/complaints. On the next page we break down the types of contacts in more detail.

**ACCESSIBILITY CONSULTATIONS**

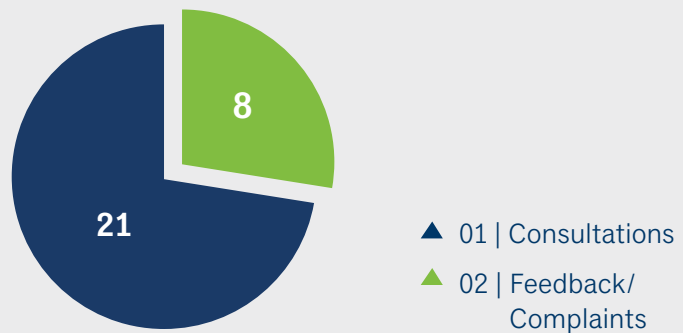


**Accessible built environment**

The accessible built environment at Sheridan meets current legislation through the application of Sheridan-adopted Facility Accessibility Design Standards to both newly constructed buildings and redeveloped spaces.

In 2016, the Manager, Diversity and Inclusion had 29 contacts related to Accessible Built Environment. Of these, eight were related to feedback/complaints (AODA), and 21 were related to consultations on built environment or construction projects. Approximately one-quarter of these were related to the construction of the Hazel McCallion Campus B-building, in an effort to proactively head off potential physical barriers in the construction phases.

**ACCESSIBLE BUILT ENVIRONMENT**

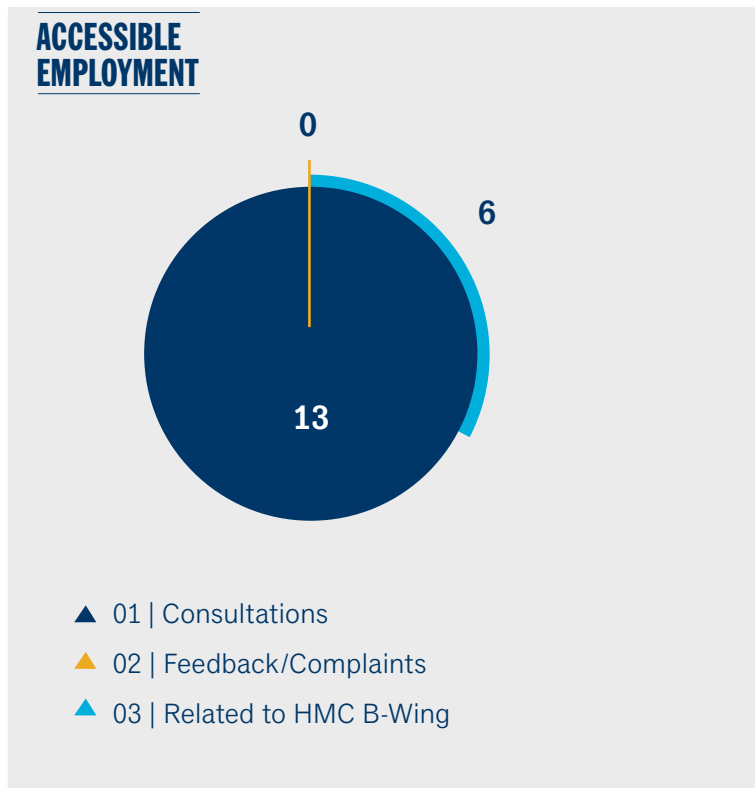
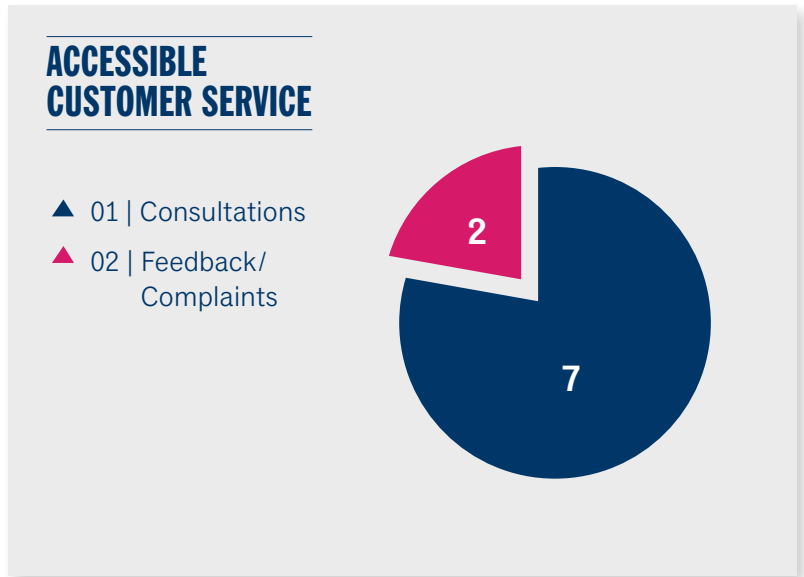


**25%**  
OF CONSULTATIONS  
WERE RELATED TO HMC B-WING.

## Accessible customer service

Sheridan is committed to undertaking reasonable efforts with respect to providing equal treatment and equitable benefits of our goods, services or facilities in a manner that respects the dignity and independence of persons with disabilities.

In 2016, there were nine contacts that related to accessible customer service, two of which were feedback/complaints. Issues related to support persons, service animals and incorporating accessible practices into Sheridan events, such as convocation and the Welcome Back Breakfast.



## Accessible employment

Accessible employment means employers provide for accessibility across all stages of the employment life cycle.

The Manager, Diversity and Inclusion fielded 13 consultations related to accessible employment issues. These included how to make hiring processes more accessible and Inclusion of AODA language in performance review documents. There were no contacts related to feedback/complaints in 2016.

Six of these consultations were working with employees and human resources to arrange workplace accommodations that required built environment accommodations, software or technology implementation.

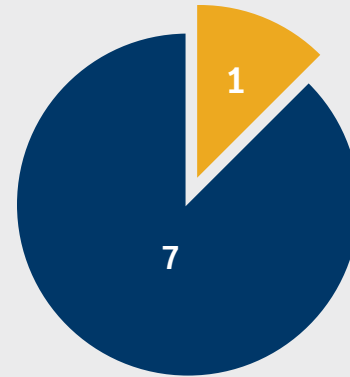
## Accessible information and communications

Accessible information and communications means providing written information and other forms of communication in an accessible format, both proactively and upon request.

Eight contacts were related to accessible information and communications, such as working with Information Technology on web and intranet projects, working with Emergency Preparedness on emergency planning for persons with disabilities, and clear language for all communications that go out to the Sheridan community. There was only one contact related to feedback/complaints.

### ACCESSIBLE INFORMATION AND COMMUNICATIONS

- ▲ 01 | Consultations
- ▲ 02 | Feedback/Complaints



## In general | Accessibility for Ontarians with Disabilities Act (AODA)

The Manager, Diversity and Inclusion also had three contacts that were related to accessibility principles related to the AODA generally. This included consultation on policies and practices, and bringing an accessibility lens to items such as course syllabi.

# Human Rights, Equity and Workplace Harassment

Providing advice and guidance to members of the Sheridan community on matters related to human rights, equity and workplace harassment is an important way that CEI fulfills its mandate to foster learning and working environments that are welcoming, inclusive and free of all forms of harassment and discrimination.

## Human rights, equity, and workplace harassment

From January 1, 2016 to December 31, 2016 CEI handled 182 consultations related to human rights, equity, workplace harassment and workplace accommodation. Human rights means anything related to the 17 grounds of the Ontario Human Rights Code (Code).

Equity includes things such as making the classroom or workplace more inclusive, using inclusive language, proactively identifying and removing institutional, systemic and attitudinal barriers in order to foster a work and study environment that is welcoming to all.

**182**

Consultations on Human Rights, Equity, Workplace Harassment, Intimate Partner Violence and Workplace Accommodation

Workplace harassment is defined as a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome. Single acts of sufficient severity may constitute harassment. Workplace harassment includes but is not limited to workplace sexual and gender-based harassment.

Intimate partner violence consultations involved working with Occupational Health and Safety Services and Security, as well as

**54**

Complaints about Harassment, Discrimination and Workplace Harassment

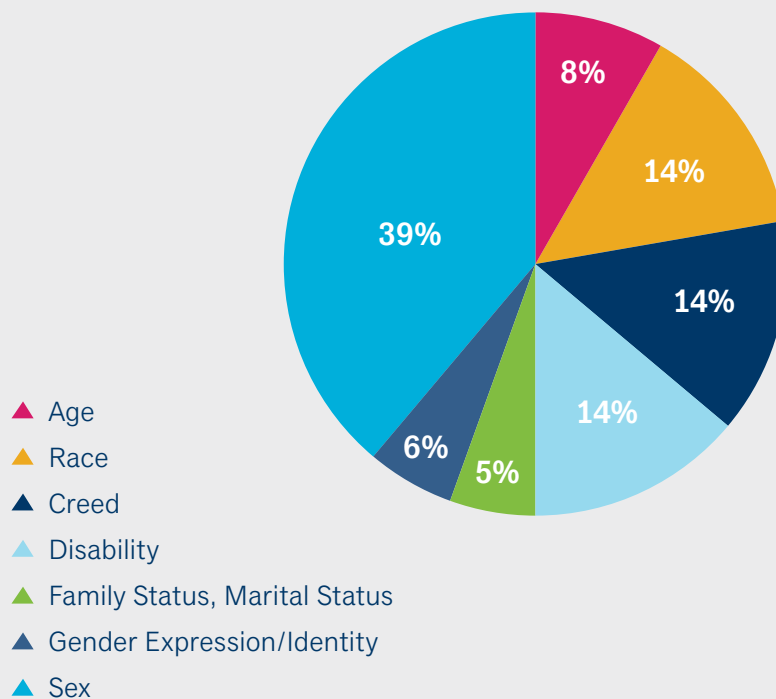
other departments or Faculties as appropriate to provide resources, safety planning and risk assessment in instances where a member of the Sheridan community has reported experiencing intimate partner violence.

Workplace accommodation consultations were specifically related to the provision of guidance to the Centre for Employment Relationships and Partnerships on complex accommodation cases.

## Complaints about harassment, discrimination and workplace harassment

CEI handled 54 complaints that were related to the Harassment and Discrimination Policy and/ or the Workplace Harassment Policy. Resolving complaints through informal or alternative dispute resolution methods, where appropriate, in order to build understanding and restore positive relationships between the complainant and respondent is a focus for CEI. This resulted in 41 complaints being resolved through informal resolution and 13 being resolved through formal resolution.

### COMPLAINTS BY GROUND





# Equity

Sheridan promotes a shared responsibility for equity and inclusion, but CEI takes a lead, particularly when it comes to equity-related policy, accessibility initiatives, and education and awareness. CEI defines equity as fair and equal access, and opportunity to succeed. This includes the identification and removal of procedural, systemic and attitudinal barriers that might prevent members of the Sheridan community from contributing fully or from having the opportunity to achieve their full potential.

## Policy Work

In 2016 CEI worked to revise and update the policies it administers to:

- Foster equity.
- Ensure Sheridan is a welcoming and inclusive place to learn.
- Ensure all policies are in compliance with current legislation.



### Accessibility Policy

The Sheridan Accessibility Policy was revised and updated to reflect July 1, 2016 regulatory changes made to the Accessibility Standards for Customer Service, under the Accessibility for Ontarians with Disabilities Act, 2005. Specific changes include the areas of guide dogs, service animals, support persons and education. Further details regarding these areas may be found in the Sheridan 2016 Accessibility Status Report.

### Harassment and Discrimination Policy

CEI also began the revision of the Harassment and Discrimination Policy. As the Workplace Harassment and Discrimination Policy now covers all employees for both workplace harassment and human rights code-based harassment and discrimination, we needed to adapt the Harassment and Discrimination Policy to apply only to students, visitors and other members of the Sheridan community.

During 2016, CEI engaged in a consultation process to develop a new Harassment and Discrimination Policy for Community Members. The aim of the draft policy and related procedure was to mirror some of the procedures in the Workplace Harassment Policy. In some instances, our draft policy has gone beyond the legislative requirements.

### Sexual Assault and Sexual Violence Policy and Protocol

In 2016, the Government of Ontario implemented legislation that amended the Ministry of Training, Colleges and Universities Act, and the Occupational Health and Safety Act, that included new regulations for responding to and preventing Sexual Assault and Sexual Violence. Sheridan's updated Sexual Assault and Sexual Violence Policy and Protocol was approved in December 2016. CEI served on the multi-stakeholder committee that conducted the review and policy update.

### Workplace Accommodation Policy

CEI developed, in consultation with the Centre for Employment Relations and Partnerships, the Sheridan Workplace Accommodation Policy, the Sheridan Workplace Accommodation Procedures (Employee and Job Applicant) and related forms – the Workplace Accommodation Request Forms (General and Disability) and the Individual Workplace Accommodation Plan Form. The Policy provides the framework for how Sheridan accommodates employees and job applicants under any ground of the Code and how Sheridan will address the requirements of the AODA for employees and job applicants with disabilities. The procedures outline the steps involved in the accommodation process for either a Sheridan employee or job applicant.

## Workplace Harassment and Discrimination Policy

On September 8, 2016, new regulations came into effect under the Occupational Health and Safety Act (OHSA) that included changes to how incidents and complaints of workplace harassment are handled, and how workplace harassment is defined. In terms of definition, workplace sexual harassment was defined explicitly in the OHSA and

now includes harassment based on gender, gender identity/expression and sexual orientation in addition to acts of a sexualized nature. OHSA also regulated that employers must investigate all complaints and incidents of workplace harassment and report back to the complainant in writing with the results of the investigation.

In light of these and other changes, CEI undertook a revision of the Workplace Harassment Policy. The new policy incorporates both workplace harassment and harassment (and discrimination) that is based on the Code. Employees now can refer to one policy and procedure instead of the previous two.

# Additional Policy, Procedure and Practices Work

## Academic accommodations policy for students with disabilities

CEI has been working with the Accessible Learning Office (within Student Affairs) on the development of an academic accommodations policy and other procedures and practices to provide guidance for Faculties and staff who are involved in ensuring that students receive appropriate accommodations due to disability.

## Intranet refresh project

The Manager of Diversity and Inclusion provided input into the procurement of accessible portal software and took a supporting role in other elements of this project.

## Legal/preferred name and gender change audit of Sheridan systems working group

CEI has been sitting on the Senate Sub-Committee working group tasked with making recommendations regarding how name and gender is currently captured across Sheridan systems and the process and impacts of making changes to both student and employee names and/or gender.

## Registered Name and/or Gender Change(s) Procedure

CEI consulted on the Office of the Registrar's procedure, related to the Student Information Policy, for students who may be trans, non-binary, and others who don't identify with the name and/or gender that may be in Sheridan's systems, to change this information to align with their lived experience.

# Education and Awareness Initiatives

An effective way to foster learning and working environments that are welcoming, inclusive and free of all forms of harassment and discrimination is by building capacity and understanding through education and awareness initiatives. Over the past year, we've made this a priority.

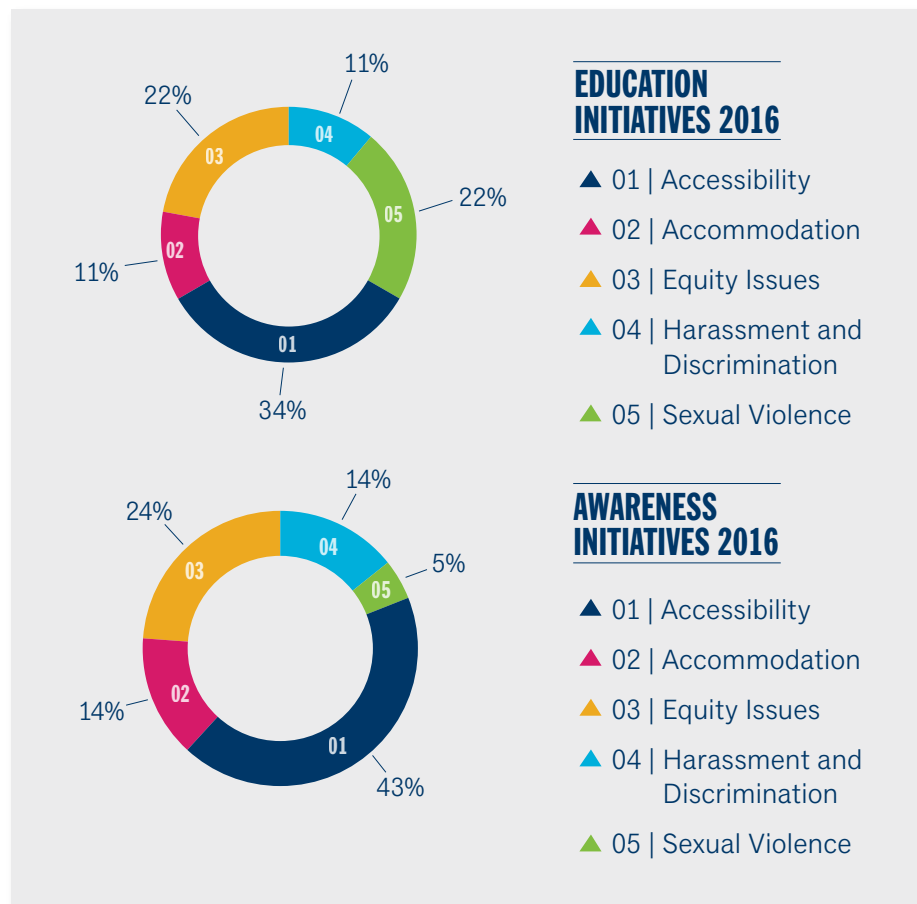
CEI sees education as skills development, and awareness as increasing the Sheridan community's general knowledge of equity issues and how they impact learning and working environments.

## Education

In total, CEI delivered, facilitated or collaborated on nine skills-building initiatives in 2016. These included topics of equity, harassment and discrimination prevention, sexual violence prevention, accessibility and accommodation.

## Awareness initiatives

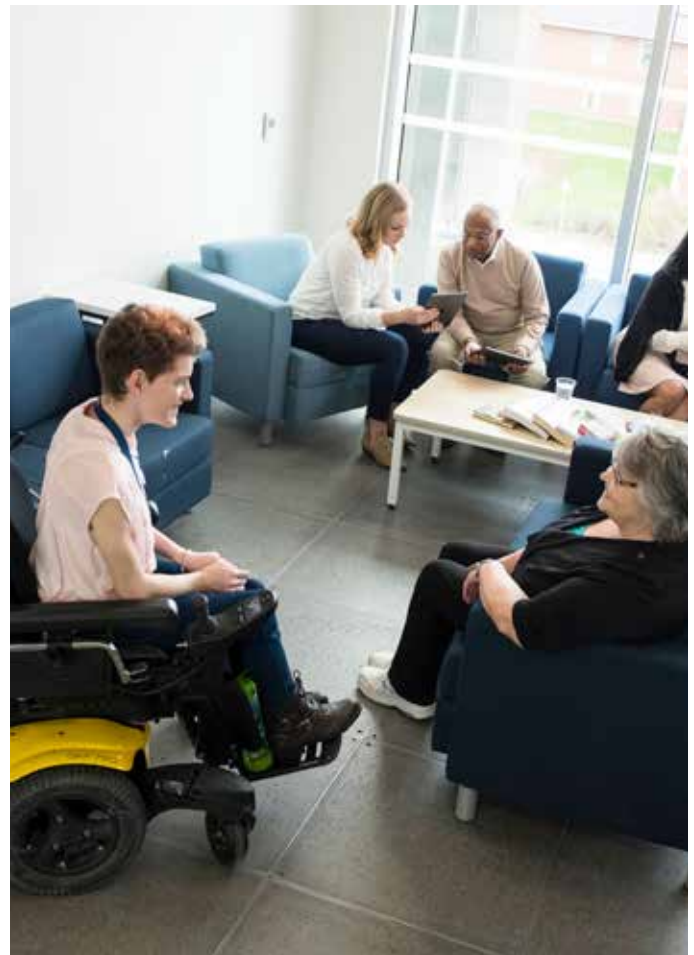
General awareness-raising is very important in building more welcoming and inclusive environments in which to learn and work at Sheridan. CEI led or was involved in 21 awareness initiatives in 2016, which included topics such as accessibility, accommodation, equity, harassment and discrimination, and sexual violence.



# Projects and Committee Work

In addition to consultations, policy work, education and awareness, CEI completed a number of projects in 2016, and started work on a number of others that will be ongoing. A few highlights include:

- Acting as Co-chairs of the 2016 President's Creative Challenge.
- Collaborating with Sheridan and community partners to bring a week of events to raise awareness about Sexual and Gender-Based Violence.
- Communication of the Gender and Sexual Diversity Survey – Summary Report of Findings and Recommendations to the Sheridan community.
- Development of various educational tools for staff and faculty members on inclusive practices including inclusive language related to LGBTQ+ and disability communities.
- The development of a Centralized Accessibility Fund to be used for capital projects removing physical barriers at Sheridan.



## Committee work

CEI sits on various committees throughout Sheridan, bringing an equity and inclusion lens to the work being done. In addition, members of the CEI team sit on some external committees, representing Sheridan on regional/provincial/national levels.

### *Internal*

- Gender and Sexual Diversity Taskforce
- Human Resources Wellness Committee
- International Academic Advisory Council
- President's Creative Challenge
- ProReno meetings
- Senate Teaching and Learning Committee
- Sheridan Accessibility Advisory Committee
- Student at Risk Intervention Team
- Taskforce for the Prevention of Sexual Assault and Sexual Violence
- Threat Assessment Team

### *External*

- Canadian Association for the Prevention of Harassment and Discrimination in Higher Education (including membership on the Board of Directors)
- Colleges Ontario – Accessibility (AODA) Committee
- Greater Toronto Area Organizations – Diversity and Inclusion – Community of Practice
- Halton Region Accessibility Coordinators
- Ontario Network of Accessibility Professionals (ONAP)

# Developments in the Field 2016

This year, as mentioned above, there were several legislative changes that have impacted the work of CEI.

## Sexual Violence and Sexual Harassment Action Plan Act (Bill 132)

This Bill affected changes to the Occupational Health and Safety Act and the Ministry of Training, Universities and Colleges Act and others.

At Sheridan, this impacted several of our policies, and so revisions were made and continue to be made in policies and procedures that relate to sexual assault and sexual violence, including:

- Sexual Assault and Sexual Violence Policy and Procedure
- Workplace Harassment Policy and Procedure
- Harassment and Discrimination Policy and Procedure

## Accessibility for Ontarians with Disabilities Act (AODA) Amendments

The AODA amendments that came into effect on July 1, 2016 impacted policy and practices.

The Accessibility Policy was revised to reflect the amalgamation of the AODA standards into one Integrated Accessibility Standards (IAS).

This includes:

- New guidelines regarding support persons, and on the use of guide dogs and service animals.
- Changes to who is required to have education on the specific requirements of the AODA, IAS and the Code as it pertains to persons with disabilities.

## Ontario Human Rights Commission policy

The Ontario Human Rights Commission released their Policy on Ableism and Discrimination on the Basis of Disability. This document provided more guidance on understanding what disability is, and creates greater alignment between the Commission's position with the AODA. This policy also speaks in more depth about mental health disabilities, suggests protection for conditions such as food allergies that put persons at risk for anaphylaxis, and talks about ableism, which was absent from their earlier policy.

## Tribunal decision on family status

In September 2016, the Human Rights Tribunal of Ontario issued a decision that impacted how family status discrimination is understood in accommodation requests related to family obligations. In this ruling the Tribunal departed from the "test" for family status discrimination outlined by the Federal Court of Appeal in Canada (Attorney General) v. Johnstone and Canadian National Railway v. Seeley. It will be necessary to see how subsequent decisions are made and how case law will define family status accommodation in the near future.

# Looking Forward

In the coming year, CEI looks forward to building on some of our accomplishments in 2016, and continuing some important, ongoing work in collaboration with our partners on campus.

## Accessibility

We'll move our work forward in this area by:

- Continuing to make events and information at Sheridan more accessible and inclusive.
- Issuing capital projects under the Centralized Accessibility Fund.

## Policy

The Harassment and Discrimination Policy for Community Members Policy should be finalized in 2017 and rolled out to the community.

## Committee work

Our team continues to support and promote the work of the Taskforce for Preventing Sexual Assault and Sexual Violence and the Gender and Sexual Diversity Committee.

## Case management system

We continued our collaboration with our business partners in IT, and with other department stakeholders, to procure a new College-wide case-management system. This will help streamline how we process and track concerns and consultations, and will allow for more collaboration in complaint resolution.

# Equity and Inclusion Audit and Development of a Framework/ Strategy for Fostering Equity and Inclusion

In 2017, the CEI will begin a multi-year, phased project to undertake a comprehensive equity and inclusion audit and to develop a 5-year equity and inclusion framework and strategy for Sheridan.

During Phase 1, CEI will conduct an equity and inclusion audit of Sheridan programs and services, written policies and procedures, and formal and informal practices. The audit will identify effective equity and inclusion practices at Sheridan and identify gaps (barriers) in what is provided at Sheridan when benchmarked against best practices at comparable postsecondary and other public sector organizations in Canada. Effective equity and inclusion frameworks at postsecondary institutions and public sector organizations in Canada will also be explored.

In addition to these projects, CEI will continue to build relationships with departments, Faculties, student groups and individuals on campus who work with us to help make Sheridan a more equitable and inclusive place to work and learn. This is a shared responsibility that so many people at the College take to heart. CEI looks forward to enhancing its role as a resource, partner and collaborator in creating an environment at Sheridan that's free from harassment and discrimination and where respect and valuing diverse communities and thought are fundamental.



# Appendix: Education and Awareness

## Education

*CEI-led*

- Emerging Issues in Human Rights and Accommodation Training, for Human Resources Department
- Fostering Equity and Inclusion on Campus, for Teaching and Learning Academy 1

## Learning Calendar education

Respectful and Supportive Place (RASP) to Work and Learn education for new managers (with Human Resources, Occupational Health and Safety Services, and Student Affairs).



## Collaborations

CEI has collaborated with various internal and external partners to deliver the following education events:

- Bringing in the Bystander Training Employee Session (with Taskforce for the Prevention of Sexual Assault and Sexual Violence [TPSASV], and Student Affairs)
- Examining Evidence and Determining Credibility webinar (with Canadian Association of College and University Student Services)
- Rubin Thomlinson Sexual Assault Investigation Training (with Student Affairs, Human Resources, Occupational Health and Safety Services)
- Building Organizational Change Capacity: Attending to the Human Side of Change (with Centre for People and Organizational Development)
- Clear Language: Writing for the Web workshop for Human Resources (with Marketing and Brand Strategy)
- Orientation to the Auditel® Listening System for Faculty of Animation, Arts and Design, Accessible Learning and Disability Management (with Canadian Hearing Society)

## Awareness

### CEI-led

- *Sheridan Gender and Sexual Diversity Survey – Report on the Summary of Themes and Findings* presentations to various groups and departments across the College (throughout the year)
- An awareness-raising campaign of religious, Indigenous and spiritual observance days within Human Resources.
- Acknowledgement of the Transgender Day of Remembrance within Human Resources

- Developing Awareness of Power and Privilege for Human Resources
- Faculty of Applied Health and Community Studies Orientation session
- Fostering Equity and Inclusion for Advancement and External Relations
- Developing Awareness of Power and Privilege for the Early Childhood Education program
- New Employee Orientation

- Spotlight on Accessibility – three sessions for the Centre for Teaching and Learning, President's Council and Honours Bachelor of Interior Design program – Human Factors class

## Collaborations

CEI has collaborated with various internal and external partners to deliver the following awareness initiatives:

- Draw the Line Poster Campaign (with Dare to Care Campaign)
- Webinar “Workplace Inclusion for Indigenous People” for Human Resources, Centre for Indigenous Learning and Support, and Student Services (with Conference Board of Canada)
- For Her We Speak: An Evening to End Violence Against Women and Girls (with Halton Women’s Place, TPSASV, Student Affairs, Sheridan Student Union, and Faculty of Humanities and Social Sciences [FHASS])

- Mount Sinai Hospital webinar “Experiences in Diversity and Inclusion and Health Equity” for employees and students (with Ontario Network of Employment Skills Training Project)
- Webinar “Communicating Diversity and Inclusion, and Actions for Diversity and Inclusion” (with Ontario Network of Employment Skills Training Project)
- White Ribbon Campaign (with Faculty of Health and Community Studies [FAHCS])
- National Day of Remembrance and Action on Violence Against Women (with Event Services, Sheridan Student Union, Student Affairs, FAHCS)

- Accessibility and Accommodation (with Accessible Learning) for Teaching and Learning Academy 1



## GET IN TOUCH

### **CENTRE FOR EQUITY AND INCLUSION**

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