

The past year has been a challenging and yet productive and rewarding one for the staff of the Centre for Human Rights, Equity and Accessibility (CHREA). Working as a team, and in collaboration with others, we have continued our efforts to promote equity, diversity and inclusivity within the Trent community.

-Tara Harrington, Human Rights Advisor



We lead conversations and initiatives related to human rights at Trent University. Our work includes the following areas:

- * Monitoring and advising on Trent University's Accessibility Policy and compliance with the Accessibility for Ontarians with Disabilities Act (AODA).
- * Monitoring and advising on Trent University's Discriminations and Harassment Policy and responding to reports and complaints made pursuant to the Policy.
- * Supporting the Presidential Advisory Council on Human Rights, Equity, and Accessibility (PACHREA) and its subcommittees.
- * Providing education and outreach to the Trent University Community on issues related to human rights, equity, and accessibility.

Accessibility

This year the Accessibility Advisor:

- * Received and responded to 144 accessibility-related inquiries.
- * Supported departments such as Facilities Management and Human Resources on projects to promote accessibility compliance, and facilitate inclusion within physical and institutional environments at Trent University.
- * Offered training sessions focused on accessibility of various document file types.
- * Continued to offer support for creation of accessible documents through virtual office hours, drop-in hours and departmental training sessions.
- * Brought an accessibility lens to diversity training offered to staff and student leaders.
- * Ensured compliance with all AODA-related reporting requirements.

Questions? Like to get involved? www.trentu.ca/chrea

Education and Outreach

In 2020-21, CHREA staff delivered workshops on:

- *AODA Customer Service Standard
- *Equity Hiring—Best Practices for Selection Committees
- *Ontario Human Rights Code -Special Programs
- *Creating Accessible Documents *Valuing Diversity
- *Positive Space *Diversity and Inclusion

Black Student Support Group (BSS)

In collaboration with the Office of Student Affairs, CHREA staff launched a Black Student Support Group. This group is led by, and for, Black students on campus and provides a safe space for current Black students to come together to discuss their experiences at Trent and in the broader community.

2020-21 saw the launch of two initiatives intended to move Trent University toward our goal of a diverse and inclusive community:

Anti-Racism Task Force—The Task Force, comprised of students, staff and faculty, is charged with formulating a Trent Anti-Racism Action Plan.

Trent University/Trent University Faculty Association Joint Committee—The joint committee is developing recommendations to promote equity, diversity and inclusion with a focus on faculty.

The Human Rights Advisor is a member of both groups.

In October, CHREA staff attended a conference, *National Dialogues and Action for Inclusive Higher Education and Communities*, hosted by the University of Toronto.

We continue to provide coaching and advice to Trent staff and faculty on human rights issues as they arise.

Reports of Discrimination and Harassment

In 2020-21 the Human Rights Advisor received 12 reports of discrimination and/or harassment on the following Code-protected grounds:

Disability	5 reports	42%
Racism	4 reports	33%
Gender Identity	2 reports	17%
Family Status	1 report	8%