

Trent University Centre for Human Rights, Equity and Accessibility

2018-19 Report



"I am pleased to present this report on the activities undertaken by the staff of the Centre for Human Rights, Equity and Accessibility (CHREA) in 2018-19. We welcome the opportunity to tell you about what we have been doing. If you would like to discuss any of these activities in greater detail please feel free to contact us."

-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 human rights complaints.
- * 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.

Education and Outreach

In 2018-19, CHREA staff facilitated workshops on:

- *Positive Space
- *Valuing Diversity
- *Know Your Rights
- *Equity and Bias



CHREA partnered with a number of groups on a campaign that spanned both campuses and promoted awareness of LGBTQ2 issues.

CHREA staff participate in education and advocacy groups locally, provincially, and nationally; serving on the Accessibility Advisory Committee (City of Peterborough), the Ontario Network of Accessibility Professionals, the Ontario University Employment Equity Network, and the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education.

Questions? Contact us:

www.trentu.ca/chrea



Accessibility



Andrea Walsh, Accessibility Advisor, staffing an information table at Global Accessibility Awareness Day.

This year the Accessibility Advisor:

- * Supported departments such as Facilities Management and Purchasing on projects to promote accessibility compliance, and facilitate inclusion within physical and institutional environments at Trent University.
- * Offered 17 training sessions focused on accessibility of various document file types.
- * Received and responded to 305 accessibility-related inquiries.
- * Continued to offer support for creation of accessible documents through virtual office hours, drop-in hours and training sessions.
- * Collaborated with the Dean's Office to hire and train a summer student who worked on accessible document conversion for administrative and academic departments.
- * Created and distributed an accessible document tip sheet and guide on MS Word files.

Reports of Discrimination and Harassment

In 2018-19 the Human Rights Advisor received 16 reports of harassment or discrimination on the following Code-protected grounds:

Disability	7 reports	44%
Racism	3 reports	19%
Family Status	2 reports	13%
Sexual Harassment/Assault	2 reports	13%
Other/Unsure	2 reports	13%