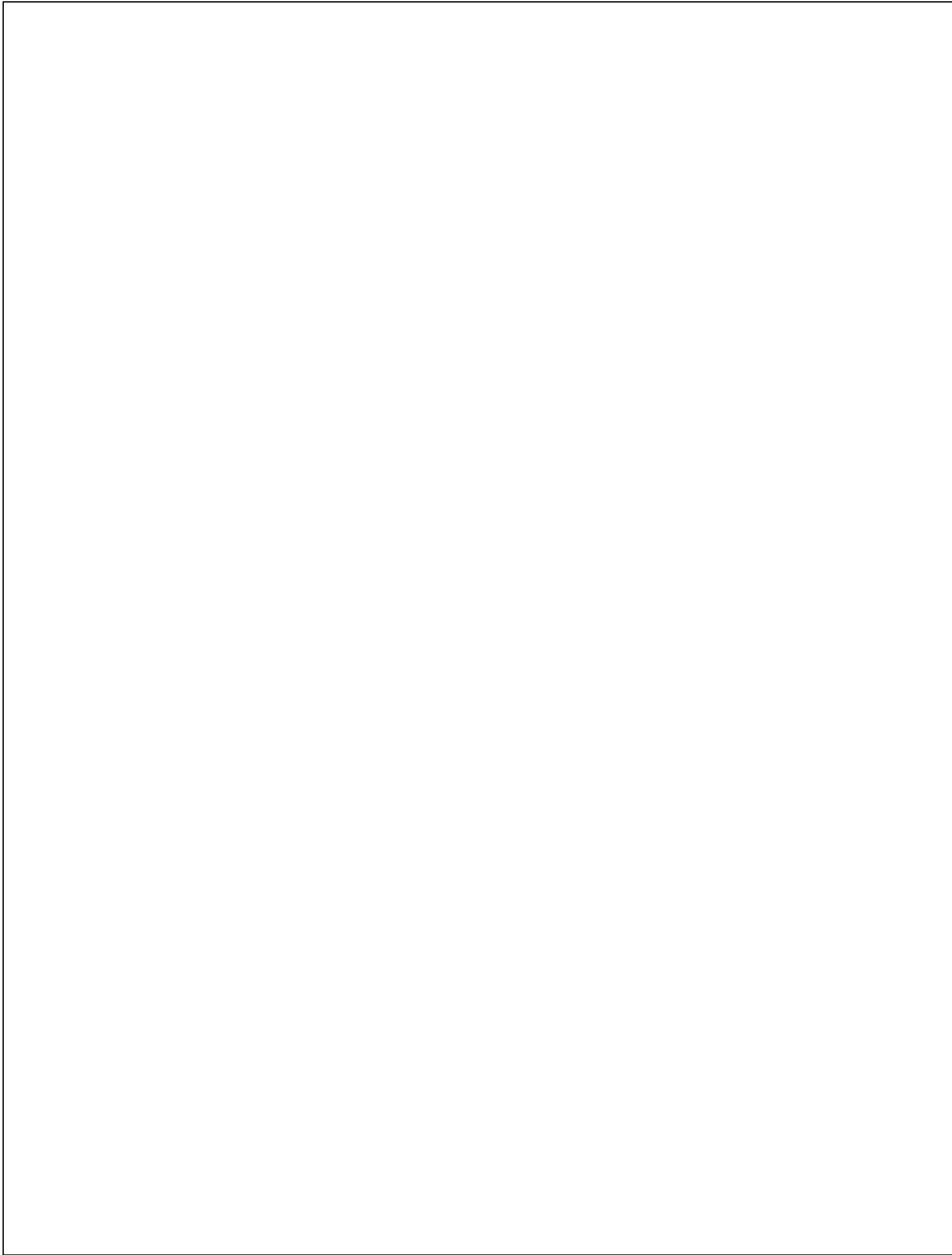


**University of Windsor**

# **A Celebration of the 12<sup>th</sup> Annual OHREA Awards 2024**



**Office of Human Rights, Equity and Accessibility (OHREA)**  
**Friday, December 13, 2024**



# OHREA Intro

Diane Luu-Hoang

The OHREA Awards were first established in December 2013. It is held close to December 10<sup>th</sup> which is the United Nations Human Rights Day.

Human Rights Day is observed annually around the world on 10 December. It commemorates the anniversary of one of the world's most groundbreaking global pledges: the Universal Declaration of Human Rights (UDHR). This landmark document enshrines the inalienable rights that everyone is entitled to as a human being - regardless of race, colour, religion, sex, language, political or other opinion, national or social origin, property, birth or other status.

The Declaration was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 and sets out, for the first time, fundamental human rights to be universally protected.

The OHREA Awards recognize and celebrate the contributions made by individuals and groups to advance human rights, social justice, diversity, inclusivity, mental health, employment equity and accessibility at the University of Windsor and in our communities.

After 12 years, this will be the final presentation as the wall plaque is filled. This plaque will serve as a reminder of the outstanding University of Windsor community whose members gave their time, talents and energy to make our campus and the broader society more just and welcoming.

## Congratulations to all the 2024 award recipients!

# Accessibility Award

Presented by Cherie Gagnon

The Accessibility Award is given to those who have contributed to increasing accessibility on campus or in the community. Accessibility can be enhanced by improvements to physical space, customer service, accessible education, training and awareness, accessible employment, and information & communication.

## Presented to: Nicole Canzoneri

Nicole Canzoneri is a former Disability Studies student and is now enrolled in the MSW/Law program. Nicole already has an impressive background in supporting accessibility and social inclusion of persons with disabilities.

Nicole's engagement with the disability community started at an early age. Her first organized role as an activist was in high school where she ran and created the Best Buddies chapter. During this time, she not only organized and facilitated events but ensured that all involved genuinely saw the importance of inclusion and the connections that were created. The impacts of Nicole's work at her previous high school are still felt today.

Continuing with her advocacy, Nicole has been the chair of Community Living Ontario's (CLO) Youth Advisory Committee since October 2019. Over the years, she has honed her leadership skills, created initiatives/events, and supported youth with and without disabilities, and participated in many speaker's panels. She also had the impressive role as a host and youth advisor for CLO's educational project, The Truths of Institutionalization: Past and Present. This project was designed to uncover the truths of Canada's historical injustices through the institutionalization of people with intellectual disabilities and to raise awareness of the importance of community and inclusion. With this project, Nicole was able to travel to interview survivors of institutions, their family members, and experts in the field to uncover the truths of how institutionalization has occurred in the past, but also how it is still prevalent today.

Nicole also has local connections to the disability community as she is a supervisor at Autism Services Inc.'s Summer Program and a respite provider through Family Respite Services during the rest of the year. She also worked as an IGNITE student with the Office of Human Rights, Equity, and Accessibility as a coordinator for the IDeA Competition and Accessibility Awareness Days, and conducted building accessibility reviews. She has participated as a volunteer on the Accessible Built Environment Committee for four years. Nicole is a hardworking, team player who uses her leadership skills, creativity, innovation, and communication skills to be an advocate for youth with and without disabilities and the disability community.

# Employment Equity Award

Presented by Diane Luu-Hoang

This award is given to those who have contributed to the advancement of employment equity at the University.

## Presented to: Kevin Milne

Kevin Milne is a Professor in Kinesiology at the University of Windsor for over 16 years. In addition to his academic roles, Kevin was the Associate Dean of Academic Programs in Human Kinetics at the University of Windsor. He has been acknowledged multiple times for his outstanding teaching abilities, top-level research, and commitment to service.

Kevin has contributed to the advancement of employment equity over the years. This has been demonstrated through his work as an Equity Assessor with over eight years of experience and a dedicated member of the Presidential Commission on Employment Equity (PCEE.). Within his faculty, Kevin is a long-standing committee member of the Human Kinetics (HK) Equity, Diversity, and Inclusion (EDI) committee. As the head of the HK Anti-Racism subcommittee, Kevin has been instrumental in creating initiatives to combat racism on campus.

Kevin has led numerous initiatives to encourage Black students and girls in the Faculty of Human Kinetics, demonstrating his commitment to diversity and inclusion. His dedication to teaching excellence was recognized with the 2024 Alumni Award for Distinguished Contributions to University Teaching.

Kevin was also featured in episode 82 of the Strong Athlete Life Podcast, where he discussed the influence of our surroundings on life direction, the challenges of learning in the digital era, and the obstacles to success related to race, ethnicity, gender, and environment. This powerful episode is a testament to his insightful perspectives and dedication to fostering change.

On a more personal note, Kevin has been described as someone who fosters dignity and respect for each individual, creating an environment where people feel heard, seen, and valued. He has been a trusted mentor to colleagues, students and athletes, offering guidance not only academically but personally, especially for racialized individuals. His approachable nature, in line with Kevin's open-door policy, makes him a go-to person for advice and friendship. Kevin regularly takes on the emotional burden of supporting a wide range of students, earning deep respect and numerous teaching awards. Overall, Kevin's commitment to equity and his caring nature leaves a positive impact on all who know him.

# Human Rights and Social Justice Award

Presented by Marium Tolson-Murty

This award is given to those who have contributed to fostering a culture of respect for human rights at the University or have worked towards the advancement (in the University community) of social justice at the local and global level.

## Presented to: UWinPride

UWinPride (the University of Windsor Pride Committee) is dedicated to the holistic inclusion of 2SLGBTQIA+ community members at UWindsor and beyond. They work to foster social, academic, and personal growth for all, through community support, awareness, advocacy, and education regarding 2SLGBTQIA+ issues, rights and experiences.

The UWindsor Pride Campaign started in 2019 when a small group of people gathered to plan a float for the Windsor Pride Parade happening that August. Over the years, over 40 people have participated in the committee.

This group of volunteers created a number of training workshops and offered them in collaboration with campus partners. The training covered the following topics:

- Supporting 2SLGBTQIA+ Students
- Queer(ing) Pedagogy
- Inclusive Language in Service Delivery
- Challenging Microaggressions
- How to be a Better Ally
- Pronouns in Practice
- 2SLGBTQIA+ History in Windsor-Essex (or Canada, or Windsor-Detroit)
- Queer Media Corner
- ...and more!

Through their work on training initiatives and awareness activities, UWin Pride has been instrumental in supporting a welcoming campus by raising the flag each June and August and running educational campaigns around the challenges facing our 2SLGBTQIA+ community. UWin Pride promotes respect for members of the 2SLGBTQIA+ community and celebrates diversity by challenging homophobia and transphobia, this group contributes to creating safer environments for all of our students, faculty, and staff.

This committee provides substantive support for the University's 2SLGBTQIA+ faculty and staff which complements UWSA's Pride Centre connection for students. This committee continues to advocate for the need for more on campus by way of support and representation.

# Mental Health Champion Award

Presented by Cherie Gagnon

This award is given to those who have contributed to engaging students, faculty, or staff in removing the stigma associated with mental illness, reducing barriers for inclusion, and recognizing and promoting mental health well-being.

## Presented to: Giovanna Abraham

Gionvanna Abraham has an unwavering commitment to fostering a culture of care and well-being within our community. She has supported our community's mental health with fitness and wellness classes for the past 10 years. Her positive energy, encouragement, and unwavering support for faculty and staff support a welcoming and uplifting environment where well-being takes center stage. With her vibrant and creative approach, Giovanna cultivates an atmosphere of healing and nourishment, making everyone feel seen and supported. She consistently goes above and beyond to assist her participants, exemplifying kindness and empathy. She has been described as having excellent communication skills, a warm demeanor, and gentle encouragement allowing her to connect deeply with a diverse community, inspiring others to give their best.

Giovanna's extensive knowledge of wellness and mental health is evident through her involvement in the Employee Wellness Committee and leadership in multiple initiatives, such as Take Charge of Stress, Keys to Wellness, the Stairs Challenge, and Colour Your Plate Challenge. Her dedication to advancing mental health awareness earned her the Wellness Champion Award in 2022. Beyond the University setting, Giovanna is also a certified coach in mind and body practices, including breathwork, yoga, meditation, nutrition, Reiki, and other holistic wellness techniques. As an Employee Mental Health Ambassador, Giovanna's interpersonal, organizational, and leadership skills make her an inspiring role model. She is passionate about creating an inclusive, healthy environment for everyone she interacts with, consistently motivating others to prioritize their mental and physical well-being. Giovanna truly embodies the essence of a Mental Health Champion and is deserving of this recognition.

# OHREA Award

**Presented by Marium Tolson-Murty**

This award is given in recognition of the contributions to the advancement of culture, diversity, and inclusivity at the University of Windsor. This award may include aspects of accessibility, employment equity, diversity, human rights, and social justice promotion.

## Presented to: Lorraine Oloya

Lorraine Oloya is dedicated to reducing barriers to mental health at Windsor Law, promoting well-being through proactive programming that educates students. Her initiatives have significantly impacted the student body, particularly in addressing mental health challenges post-pandemic, fostering a culture of destigmatization and awareness.

To accommodate demanding schedules, Lorraine offers flexible options, including virtual sessions. Beyond individual therapy, she actively participates in orientations, career fairs, and student events, conducting workshops and seminars that normalize seeking help and enhance understanding of the unique stressors in law school.

Committed to cultural awareness, Lorraine works with students from diverse backgrounds, recognizing how their unique experiences shape their mental health approaches. She builds strong therapeutic relationships grounded in trust and respect, encouraging open dialogue about cultural identities. This inclusive environment allows students to express themselves without fear of judgment, facilitating engagement in the therapeutic process.

Lorraine integrates culturally relevant approaches into her practice, respecting different norms and communication styles. She tailors her interventions to each student's background, helping them feel understood and valued.

To further enhance accessibility, Lorraine emphasizes personalized treatment plans that address the specific pressures faced by law students, such as intense competition and heavy workloads. Aware that lawyers have high rates of mental health issues, she collaborates with law firms to improve mental health programs, ensuring that students are supported as they transition into their professional careers.



# Thank You

**Marium Tolson-Murtty**

We would like to express our appreciation to the University of Windsor community for joining the presentation today to celebrate the contributions made by individuals and groups to advance human rights, social justice, employment equity, and accessibility.

Thank you to the many committees that work throughout the year to create a more inclusive and welcoming learning and working environment.

## Campus Food Pantry

We would also like to thank everyone who contributed to this year's fundraiser recipient: [UWSA Campus Food Pantry](#).

If you are interested in making a monetary or food donation, you can do so by visiting the UWSA located in Room 209, CAW Student Centre.

