

ANNUAL REPORT

Office of Human Rights, Equity and Accessibility (OHREA)

September 1, 2010 – August 31, 2011

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INTRODUCTION

This Report is for the academic year September 1, 2010 to August 31, 2011. It is the first report detailing the activities of the new Office of Human Rights, Equity and Accessibility (OHREA).

OHREA is the result of the aggregation of the roles and responsibilities of human rights that had been under the purview of the Human Rights Commissioner, equity and accessibility that was in the Human Resources Department, and equity from the Office of Faculty Recruiting and Retention. The new structure also contains within its range of operation race relations and pluralism/diversity.

The responsibilities from the Office of the Ombudsman that was previously attached to the Office of Human Rights has been redistributed among three units on campus: the Human Resources Department; Associate Vice President (AVP) Academic Affairs; and the Vice-Provost, Students (Dean of Students) and International. During this transition, OHREA has continued to provide some support, primarily on an advisory level.

Throughout the year, OHREA has strived to maintain a balance in addressing/redressing issues, awareness-raising activities and sessions, proactive measures, relationship building, support for students and student groups, support for staff and faculty, providing monetary, participatory, and/or organizational support for initiatives, and so on. Although this Report does not contain all the activities of OHREA over the year, the highlights of activities reflect this diversity of service.

An OHREA brochure has been developed, outlining the basics of the Office. It is expected to be translated into several languages for wide distribution, reflective of our diverse University community.

Information about the Office of Human Rights, Equity and Accessibility is available on the University website at www.uwindsor.ca/ohrea. Current information on various policies, committees, resources, activities, and more are housed on the site.

INITIATIVES

This year, a new OHREA Fund was created. This fund is to assist in supporting human rights, equity, culture, race relations, diversity/pluralism, and accessibility related initiatives for the University of Windsor community. The funding is provided in a cost-sharing partnership up to \$300 per request, an amount that may be exceeded depending upon the initiative, need, and availability of funds. On occasion, the Office has purchased tables at HREA related events. This has facilitated the participation of a number of students and others who might otherwise not

be able to attend. At the same time, this has supported many worthwhile events that contribute to the advancement of human rights related issues. There were 21 initiatives supported through the fund in the reporting period (see Appendix A).

OHREA was able to hire one Work Study student and one WISE Work student. The students contributed to a variety of OHREA activities. In turn, they were afforded the opportunity to participate in several events, both on and off campus. The Office is in the process of engaging more students through the Pro Bono program for 2011-2012.

Throughout 2010-2011 year, a small group worked on the creation of a multi-faith prayer space for the University. What began in early October 2010 as an undertaking by 3 people (from OHREA, Campus Ministries, and International Students Centre), grew to involve a few dozen. The Space Planning Committee worked to try to locate a suitable place on campus, a task which proved to be a challenge. In early spring, University of Windsor Students' Alliance (UWSA) joined the initiative, providing space in the lower level of the CAWSC. A funding partnership was struck between the University of Windsor and the UWSA to convert the Consignment Bookstore space. Through the efforts, creativity and vision of many (students, staff, and faculty), an impressive Multi-Faith Space has been created, of which the University community can be proud. The Grand Opening is October 18, 2011.

As one of the partners in the Mental Health Awareness Week, OHREA was an organizer of The Breakfast Series. Started by the late Valerie Dumani, this was the 4th annual Breakfast presentation. This year, the speaker was Dr. Geoffrey Reaume, whose talk was entitled "Mad People's History." Dr. Reaume showed how people who have experienced "madness" over the past 300 years have sought to advocate for their rights and to fight discrimination in terms of proper treatment, the right to communication, representation and social inclusion, both in Western Europe and North America. The connection between past advocacy and current efforts to challenge discrimination was the theme of the presentation. The event was very well attended.

Celebration of Nations was held March 10, 2011. A committee of eight students and staff from OHREA, ISC, VISA, and UWSA was formed to organize what turned out to be a highly successful event. There were booths from various cultures, activities and participation from viewers, performances, speeches, and prizes throughout the day. Participants and performers were from the University and the community. This year, Food Services joined in the festivities. Throughout the week leading up to the Thursday event, the Thirsty Scholar offered one international dish each day. A customer who purchased the meal received a ballot to enter the draw for an iPod that was drawn at the Celebration. In addition, The Market offered 3 international dishes each day throughout the week. Finally, during the week the University Club served a variety of international selections.

The University of Windsor is held its 5th. Annual Campus Technology Day on 25 May 2011, entitled "Partnerships, Innovation, Collaboration: Bringing IT Together". The Office of Human Rights, Equity and Accessibility (OHREA) and IT Services (IT) partnered to bring in Pina D'Intino, Senior Manager, Enabling Solutions, Scotia Bank, to address the upcoming *Information and Communication Standard* as part of the *Accessibility for Ontarians*

with Disabilities Act (AODA). Pina was a co- author of the *Information and Communication Standard*, and currently leads Scotia Bank’s accessibility strategy from an I.T. perspective. Co-presenting with Pina was Monica Ackerman, who was a subject matter expert on the Accessible Employment Standard. The morning session was geared towards managers and administrators with responsibility for integrating the *AODA Information and Communication Standard*, while the afternoon session was intended to be of interest to those with more technical responsibilities. Feedback on both sessions was very positive.

We were very proud of our inaugural OHREA Art Exhibit. There were approximately 32 student submissions on display in the CAWSC Commons Area. The number and involvement of viewers throughout the afternoon was notable, including the full participation in creating and doodling their own artistic expressions at a table. People were able to vote for their favourite (The People’s Choice Award), and several other prizes were awarded. Impressive was that student participants were from a variety of programs, including Civil Engineering, Behaviour, Cognition and Neuroscience, Education, Electrical and Computer Engineering, Women’s Studies, International Engineering, Environmental Studies, Social Work, Law, Physics, Fine Arts, and Communication Studies. A high quality booklet was created with the entries and a note about each artist. This provided a wonderful souvenir and an opportunity for students to continue to showcase their talent well after the event was over. Congratulations to all these talented artists.

OHREA joined the extensive partnership that organizes the annual African Diaspora Youth Conference in May. The primary leadership and support is from the FASS (Faculty of Arts and Social Sciences), including a group of 6 students. This initiative brings together high school students of African descent from the Windsor-Detroit and Toronto areas for a 3-day conference at the University of Windsor. The out of town visiting students, school staff, and chaperones stay overnight in the residences. This year, there were 300 students participating. Activities included inspirational speakers, workshops, participant performances, and much more. The feedback to the organizers has been overwhelmingly positive.

OHREA has conducted numerous workshops and training sessions for the Customer Service Standard of the Accessibility for Ontarians with Disabilities Act (AODA). University staff, faculty, student employees, and volunteers are able to take the training on an individual basis via the on-line modules, in groups completing the on-line training, or as in-person workshops. According to the act:

Recognizing the history of discrimination against persons with disabilities in Ontario, the purpose of this Act is to benefit all Ontarians by, developing, implementing and enforcing accessibility standards in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises on or before January 1, 2025...

In May, OHREA participated in the Face to Face Program. The Face to Face project is an initiative of the Windsor Essex Employment Group (WEEG), and is aimed at providing a day and a half job shadowing experience for individuals with disabilities who are facing employment

barriers throughout Windsor and Essex County. The goal is to provide the chance to go to a place of employment of interest for future opportunities, in order to experience what it is like to be a part of this work environment. OHREA had a participant who stated she was able to gain a lot from her time mentoring with the Administrative Assistant, the Accessibility Manager, the Manager of Web Development Services, as well as the experience with Tech Day. The Office also benefitted in a variety of ways. One key benefit was that she was able to review the OHREA website and provide feedback on gaps in accessibility for people who are blind.

COMMITTEES AND WORKGROUPS

OHREA could not possibly do what we do without the commitment and efforts of the students, staff, and faculty who sit on the various committees dedicated to accessibility, equity, and human rights. While OHREA staff and others in the University are also involved in a variety of related external committees, the focus in this section of the Report will be on some examples of the University based groups.

The *Campus Accessibility Advocacy Committee* is made up of representatives from a broad cross section of academic and ancillary services, including police, hospitality, library and academic support as well as members of faculty, student groups and clubs. The committee assists the University in identify barriers and service gaps from the perspectives of students, faculty, staff and visitors who use our services. They recommend to the Accessibility Planning Group those priorities that stakeholders identify as requiring action. The committee also provides accessibility related guidance on the use of Facility Services' earmarked annual projects budget for improving the physical environment. Primary issues have been accessibility in our older buildings, accessible parking closer to specific buildings, and barriers related to snow removal.

The University of Windsor's Accessibility Planning Group (APG) is the senior manager team whose mandate is "*to foster an environment that welcomes and supports everyone on campus through accessibility planning, implementation, evaluation and awareness activities*". Its primary function is to guide institutional planning, in addition to providing recommendations to the University on matters pertaining to accessibility. The APG identifies initiatives of significant priority that are in accordance with the objectives set out in the AODA and its regulatory standards, proposing allocation of available and projected resources as part of the University's budget and planning cycles. The APG is also charged with making those revisions necessary to structures, strategies and plans to bring about the vision of a fully accessible Ontario by 2025. The membership of the APG is attached as Appendix A.

The Employment Equity Coordinating Committee (EECC) is the governing body which implements employment equity at the University. The committee is comprised of representation from each bargaining unit on campus and an equal number of representatives from the administration. In accordance with the Terms of Reference: the Employer and Local Bargaining Units shall co-ordinate the carrying out of their joint responsibilities in good faith, separately

from the normal collective bargaining process and develop fair, equitable and barrier free employment practices in accordance with the Employment Equity Act and its Regulations.

Over the past several months, OHREA has worked with Health and Safety to further develop and update the University's Bill 168 Workplace Violence and Harassment prevention program and subsequent training. As the Bill is an act amending Occupational Health and Safety, its overall institutional responsibility falls under the jurisdiction of Health and Safety within the Human Resources Department. This partnered undertaking has provided an excellent opportunity to highlight the distinction between Code (Human Rights) and non-Code (personal/general) related harassment, and to explore ways the issues can be addressed using a complimentary approach.

A sub-committee of the Campus Accessibility Advocacy Committee, Fire and Safety, has been working on a project under the Emergency Evacuation Plan. The project involves the investigation of emergency evacuation chairs for persons with a mobility disability. The initiative involves a partnership between OHREA, Health and Safety, and two professors from Human Kinetics.

A group consisting of seven people from a partnership between OHREA, the Office of Faculty Recruiting and Retention (OFRR), the Office of the Provost, and the Human Resources (HR) Department came together to create a University of Windsor General Grid. The use of grids in hiring and appointments procedures provide for an important employment equity tool, and offers a self-checking mechanism for a committee. This is consistent with the University's commitment to the advancement of effective employment equity measures, in order to achieve a workforce reflective of the broad range of human diversity throughout the various levels of the University.

A working group of 4 members from OHREA, OFRR, and HR has been reviewing the roles and responsibilities for Equity Assessors. Efforts have been underway exploring an effective expansion of the system for use in appropriate staff hiring. PCEE has also been examined as a mechanism for staff, in addition to the present use for faculty.

OHREA, IT, and HR are working on a system that would facilitate the collection of data for a more finely stratified identification of the location of employment equity designated groups throughout the University. The intent is to be able to provide the University community with more meaningful information on progress and gaps in our employment equity efforts.

These various groups and others in and around campus, continue efforts to identify barriers and service gaps, while striving to create a climate where diversity is not only valued, but is considered in everything undertaken. The premise is to aim for addressing needs first, and let individuals adapt for preferences, rather than serve preferences and require people to adapt for needs. With sufficiently broad a range of options available, individuals can select what they need without being required to seek "special" consideration. In the end, it should be common for people to be able to satisfy their own unique needs within the everyday context.

Cases and Complaints

This section provides information of a statistical nature regarding the types of concerns and complaints handled by OHREA over the reporting period.

There were 118 files in the year covered by this report. Of these, 41 required an investigation and/or called for the Office to intervene towards a resolution, 64 were advisory, 10 resulted in a referral to another University body or an external agency, and 3 were outside of these categories. (See Table I.)

TABLE I – TYPE OF INQUIRIES

Type of Inquiry	Complaint				TOTAL	%
	Investigative and/or Intervention	Advisory	Referral	N/A		
Discrimination	25	20	2	1	48	40
Harassment	9	17	2	0	28	24
Accessibility	0	0	2	0	2	2
Other	6	17	4	2	29	24
Non-Code/Ombuds	1	10	1	0	12	10
TOTAL	41	64	10	3	118	100

The most frequent grounds for human rights files (discrimination and harassment) were those related to the category of Race, Ancestry, Colour, etc (cited in 38 cases). This was followed by disability (22 cases), gender/sex (19 cases), religion/creed (13 cases), sexual orientation (5 cases), marital/family status (1 case) and record of offences (1 case).

As mentioned earlier, the responsibilities from the Office of the Ombudsman has been redistributed among the Human Resources Department, the Associate Vice President (AVP) Academic Affairs, and the Vice-Provost, Students (Dean of Students) and International. During this transition, OHREA continued to provide some support, primarily on an advisory level. Of the OHREA files which raised a non-Code/Ombuds issue, workplace harassment was by far the most frequently cited bases for complaints (18).

The grounds that form the basis for the complaints are found in Table II below. The combined totals of Code-related and non-Code related equaled 136. This exceeds the total number of files (118) as some files were based on more than one ground.

TABLE II – Grounds for Complaints

Grounds	Code	Ground	Non-Code
Race, Ancestry, Place of Origin, Colour, Ethnic Origin, Citizenship	38	Academic	3
Religion/Creed	13	Financial	1
Gender/Sex	19	Admissions	2
Sexual Orientation	5	Workplace Harassment	18
Age	0	Employment	2
Marital/Family Status	1	Student Misconduct	0
Disability (including Accessibility issues)	22	Faculty Misconduct	0
Public Assistance	0	Staff Misconduct	0
Record of Offenses	1	Administrative Misconduct	0
		General Info	0
		Non-Code Harassment & Discrimination	5
		Other	6
TOTALS	99		37

In previous years, students accounted for the majority of complainants. In the 2010-2011 reporting period, there was a more even split between complaints by students (43%) and complaints by staff (28%) and faculty (34%). The addition of the category “Unit” is to reflect cases where intervention and/or resolution involves multiple parties within or directly impacts the wider unit. Table III below provides a breakdown of the complaints by constituency.

TABLE III – Complaints by Constituency

Constituents	TOTAL	PERCENT
Faculty	34	29
Staff	28	24
Student	43	36
Unit	5	4
Other	8	7
TOTAL	118	100

There are two additional tables in Appendix C that contain comparative data from year to year. These tables compare the figures for Complaints by Constituency and Grounds for Complaints.

HEARING LIST

The *Human Rights Policy* encompasses procedures for both the informal and formal resolution of human rights complaints. There were no cases that required a panel to be convened in 2010-2011 to conduct a hearing in respect of a formal complaint.

RECOMMENDATIONS

The following are recommendations that emanate from cases and initiatives in the 2010-2011 reporting period:

1. The Human Rights Policy should be reviewed and revised. The language and procedures must be updated in order to reflect present-day practices and needs. Similarly, other related policies and guidelines (Accessibility; Employment Equity; Religious Accommodations; etc.) should be reviewed.
2. A set of Ombuds Guidelines should be developed. It is required to clearly outline the various procedures and responsibilities that have changed over the past couple of years.

3. The University should invest in training and development in harassment investigation and intervention for a broad base of management. This would provide the skills and experience that are essential for effective action to address issues as they arise.
4. A number of unit-wide issues have highlighted the need for a variety of practices to be examined alongside Senate by-laws to identify gaps and/or ensure adherence to rules and regulations.
5. The University would benefit from a coordinated and concerted effort to share and consolidate effective approaches for classroom practices that provide a range of alternatives for diverse needs. This would facilitate preparedness for an array of situations that may require alternative formats for assignments, activities, and projects.
6. Efforts must continue to review the hiring procedures and practices across campus. In addition, employment equity systems presently employed for faculty, such as the use of Equity Assessors and PCEE, should be further encouraged for staff.

APPENDIX A – OHREA Fund Supported Events and Initiatives for 2010-2011:

Events and Initiatives:	Date(s)
Distinguished Visitor Speaker	October 27, 2010
First Generation Project	N/A
AIDS Committee donation	N/A
Dwali--Festival of Lights (ISS)	December, 2010
Breakfast Speaker Series	January 30, 2011
AfroFest	February 7-11, 2011
AIDS Memorial Banquet	February 25, 2011
Aboriginal Spring Gathering	March 12, 2011
International Women's Day	March 8, 2011
Celebration of Nations	March 10, 2011
OHREA Art Exhibit	March 21, 2011
Campus Technology Day	May 25, 2011
Canterbury Gala	March 29, 2011
African Diaspora Youth Conference	May 12-14, 2011
Social Work Masters Practicum display	May, 2011
Accessibility Conference, Guelph (support attendees)	May 31-June 1, 2011
Institute for Inter-Group Dialogue, U of Michigan (support attendees)	June 8-11, 2011
Emancipation Day Celebration Gala	July 15, 2011
Pride @ Work Luncheon	August 4, 2011
Out on Campus: Registration for Windsor Pride Festival + printed material	August 2011
Multi-Faith Space Materials & Equipment – Portable Dividers etc.	[\$8,800]
GRAND TOTAL	\$27,056

APPENDIX B

OHREA Educational Activities

September 1, 2010 – August 31, 2011

- Anniversary -	"Windsor Welcome Week" orientation days
September 7 & 8, 2010	Single & Sexy Play – Brief End Presentation
September 8, 2010	Welcome Week Display (CAWSC)
September 8, 2010	Human Rights presentation for GA/TA Orientation
September 9, 2010	Presentation to Faculty of Law Human Rights
September 15, 2010	New Faculty and Staff Orientation
September 21, 2010	Employment Equity and Faculty Recruitment
September 21, 2010	WUSC-Windsor Club Days
September 22, 2010	WUSC-Windsor Club Days
September 24, 2010	Fundraising for Women's Issues
September 28, 2010	Connecting4Success Meet & Greet Event
October 1, 2010	Attended UWin Law Faculty, Legal Measures against Corruption in Global Perspective Conference
October 4, 2010	Attended Anti-Racism in Education: Missing in Action
October 7, 2010	International Students Centre (English Conversation Group)
October 19, 2010	Speaker at OPUS Pub Night
October 20, 2010	ISS Film - Children of Uganda
October 21, 2010	Wellness Fair for Faculty & Staff
October 21, 2010	BLSA general meeting
October 25, 2010	Native Community Celebration Dinner and Social

October 27, 2010	Jessica Yee speaker, Reception and Dinner, OHREA Table
October 28, 2010	Attended Accessibility Workshop
October 29, 2010	Take Back the Night march
November 3, 2010	Attended LGBT Health Matters Conference
November 5, 2010	Brief Presentation at International Student Society's Festival of Lights
November 9, 2010	Presentation for OPUS Evening Social
November 10, 2010	Attended Understanding Depressive Illness
November 10, 2010	Attended 11th Annual ATHENA Scholarship Luncheon event
November 15, 2010	Workshop for Anti-Oppression Social Work class
November 15, 2010	OHREA Director's Welcoming Reception
November 16, 2010	Attended Windsor Pride Anniversary Dinner
November 17, 2010	Presentation to Anti-Oppression Social Work class
November 17, 2010	Brief for WUFA's Status of Women and Diversity group
November 19, 2010	Workshop for AAU Heads and Deans luncheon meeting
November 27, 2010	Black Law Students' Association (BLSA) Event
November 27, 2010	Black Student choir, Winclare A
November 27, 2010	Caribbean Community Event
December 6, 2010	14 Not Forgotten - Dec 6th Memorial of Hope
December 10, 2010	2010 Ontario Human Rights Advisor Forum
December 10, 2010	Emancipation Day Corp Banquet & Fundraiser
January 10, 2011	Paul Petahtegoose's class, Ab/Original studies
January 12, 2011	Black Law Students Association General Meeting

January 12, 2011	Danielle McLaughlin, Conversations about Education...Permission to Disagree: Conflicts of rights and freedoms
January 12, 2011	Police and Anti-Homophobia Project
January 14, 2011	Presentation at International Student Orientation
January 14, 2011	Turtle Island Open House
January 15, 2011	Workshop for TA January Orientation
January 18, 2011	Attend Human Rights panel
January 20, 2011	Community Organizations Visits
January 21, 2011	Workshop for Mediation Clinic -- Mediating Power, Privilege, & Anger
January 25, 2011	Attended Providing Exceptional and Supportive Services to Our Students
January 25, 2011	Workshop for ADR Course -- Understanding Mediation and Power, Privilege, & Anger
January 26, 2011	Turtle Island Craft Fair -- 10:00-4:00
January 29, 2011	Black Historical Museum Concert
January 31, 2011	Breakfast Series session, OHREA sponsored
February 7, 2011	Métis Nation Potluck
February 7, 2011	AfroFest Opening Ceremony
February 8, 2011	Aboriginal Inclusion
February 8, 2011	Attended Mosaic Marketplace
February 8, 2011	Keynote Address for OPUS Welcome Reception for Winter 2011
February 8, 2011	Attended It Gets Better Project lecture with Dan Savage
February 9, 2011	Panel Member for AFROFEST Event
February 11, 2011	Speak at DRED's Day with the Multicultural Council Youth Group

February 11, 2011	Attend AfroFest Final Panel & Closing
February 12, 2011	The Hour-A-Day Study Club Annual Luncheon
February 17, 2011	Wellness Expo to Benefit Autism Ontario
February 22, 2011	Attended U Windsor's Social Justice Forum for high schools
February 23, 2011	Black History Symposium Event and Dinner
February 23, 2011	Walkerville's African Studies Class: A Black Cultural Showcase
February 24, 2011	BLSAC Reception and presentations
February 24, 2011	Keynote Address for BLSAC National Annual Conference
February 25, 2011	BLSAC National Annual Conference
February 25, 2011	AIDS Memorial Banquet
February 26, 2011	Black and White Event, Canadian Mental Health Fundraiser: Healing Through Art
March 2, 2011	Justice at Work Fair
March 8, 2011	International Women's Day 2011: "A Celebration of Women Under One Roof" – booth display
March 8, 2011	Keynote Address for WEST's IWD Event
March 10, 2011	Celebration of Nations, Organized in partnership between OHREA, ISC, VISA, and UWSA
March 10, 2011	19th Annual OPUS Award Presentation and Dinner
March 11, 2011	LEAP Conference
March 11, 2011	Diversity Exhibit, part of the Social Justice in Education conference
March 11, 2011	Speaker at VISA's Homelessness event
March 12, 2011	Aboriginal Spring Gathering, financial sponsor
March 15, 2011	Workshop for African Diaspora Youth Conference Volunteers

March 15, 2011	Workshop for Lance Editorial Board
March 17, 2011	Attended The Ahmadiyya Muslim Students' Association (AMSA) panel "Is Religion a Source of Peace or a Reason for Conflict?"
March 17, 2011	Women of Influence Banquet
March 21, 2011	HREA Art Exhibit and Reception
March 22, 2011	Workshop for Lance Editorial Board
March 24, 2011	AIDS Committee of Windsor Open House
March 25, 2011	African Diaspora Youth Conference Fundraiser
March 29, 2011	Workshop for Lance Editorial Board
March 29, 2011	The Honourable David C. Onley, Lieutenant Governor of Ontario-- Address to Disability Studies Program
March 29, 2011	Pre-Gala Private Reception for the Hon. David C. Onley, Lieutenant Governor of Ontario.
March 29, 2011	Gala: Lieutenant-Governor, David Onley, address to Disability Studies Program
March 30, 2011	OPUS AGM
April 5, 2011	Workshop for Lance Editorial Board
April 6, 2011	Presentation & meeting for Faculty of Law's Standing Committee on Equity and Diversity
April 7, 2011	Reception for student group
April 9, 2011	Distinguished Women in International Service (DWIS)Tea
April 15, 2011	General Grid Workshop for AAU Heads Luncheon
April 27-29, 2011	Human Rights & Accommodation Conference and Post-Conf.
April 27-29, 2011	Meeting/interview w. Frances Henry re Racialization at University
May 6, 2011	Walkerville student, staff, and community anti-racism rally

May 12, 2011	OH&S group of WUFFA re harassment & violence in the workplace
May 12-14, 2011	African Diaspora Youth Conference
May 16, 2011	Racialization of Poverty Conference
May 17, 2011	Brief presentation for Anti-homophobia Day Event--Film: Just Because I Am and presentation
May 25, 2011	Tech Day <ul style="list-style-type: none"> - Pina D'Intino Management Presentation - Moderator for Pina D'Intino and Monica Ackermann Tech Presentation
May 25, 2011	Face-to-Face Shadowing Person
May 26, 2011	Corporate Human Rights Practitioners
May 27-28, 2011	The Black Leadership Health Network
May 30, 2011	Religious Accommodation in the Workplace: What Employers Need to Know
May 31, 2011	Guelph Disability Conference (9-5:00)
June 2, 2011	African Canadian Community Dinner Gathering
June 7, 2011	Annual Retirees Dinner (Anne Carrick retiring)
June 8-11, 2011	Intergroup Dialogue Institute
June 13-16, 2011	Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE) Annual Conference
June 18, 2011	Ribs and Ragtime Black Community event
June 21, 2011	National Aboriginal Day events
June 21, 2011	"Open Mic @ the Indian Taco Cafe"
June 24, 2011	Workshop for Mediation Services Interns
June 24, 2011	Aboriginal Students Year End Awards

June 25, 2011	The 2011 Black Butterfly Black Monarch Graduation Celebration: a celebration of graduating high school students of African descent
June 27, 2011	Interview with Hermese from Progress Magazine
July 6 & 8, 2011	New Faculty Orientation and Luncheon
July 9, 2011	Boiling Point Wheelchair Track Classic event
July 15, 2011	Emancipation Day Gala
August 4, 2011	Pride at Work Luncheon, financial sponsor
August 4-7, 2011	International Black Summit
August 8, 2011	Multi-Faith Space (MFS) Open Forum
August 10, 2011	Dean of Students' Annual Summer Retreat on Developing an Enhanced Sense of Community Between the University and its Students.
August 30, 2011	Friends of Women's Studies Event
August 31, 2011	Facilitated Customer Service training program for Resident Assistants and Academic Resident Assistants

APPENDIX C – Comparative Data

TABLE IV – Complainants by Constituency

	2004-2005		2005-2006		2006-2007		2007-2008		2008-2009		2009-2010		2010-2011	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Faculty	16	14	25	23	21	14	25	17	24	15	9	10	34	29
Staff	29	25	33	30	41	27	32	22	43	26	15	17	28	24
Student	69	58	48	44	83	56	80	54	82	51	57	63	43	36
Unit													5	4
Other	4	3	3	3	4	3	10	7	13	8	9	10	8	7
TOTAL	118		109		149		147		162		90		118	100

TABLE V – Grounds for Complaints

GROUND	2004-2005		2005-2006		2006-2007		2007-2008		2008-2009		2009-2010		2010-2011	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Harassment & Discrimination														
Race, Colour, Place of Origin, Ethnic Origin	19	15	27	21	20	12	17	11	24	13	11	20	38	28
Gender	16	13	24	19	18	11	23	15	23	12	10	18	19	14
Disability	15	12	17	13	22	14	18	11	22	12	23	42	22	16
Religion	8	6	14	11	11	7	19	12	17	9	4	7	13	10
Sexual Orientation	1	1	2	2	3	2	4	3	10	5	5	9	5	4
Other	9	7	1	1	3	2	5	3	3	2	2	4	2	1
Total Number of Human Rights Issues	68	54	85	67	77	48	86	55	99	53	55	57	99	73
Non-Code/Ombuds Issues	58	46	41	33	84	52	71	45	89	47	41	43	37	27
Total of All Complaints	126		126		161		157		188		96		136	
Total Number of Files	117		106		143		145		161		90		118	

APPENDIX D – OHREA Fund Supported Events and Initiatives for 2010-2011:

Celebration of Nations



OHREA Art Exhibit



Top Prize



Graffiti Table



Tory James, one of 3 Judges

2011 African Diaspora Youth Conference (ADYC)



Student Organizers of 2011 ADYC

University of Windsor's Multi-Faith Space



BEFORE



AFTER



Ablution Areas in Women's (left) and Men's (right) Washrooms



Grand Opening