



# EQUITY & HUMAN RIGHTS OFFICE

Trent University - 8025460 - EDI as an Imperative

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# HI THERE !

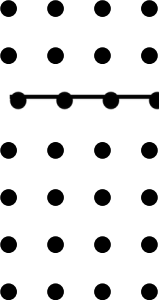


Trent University is leading the conversation on creating a more equitable world, and Trent's Equity and Human Rights Office (EHRO) is at the forefront, guiding the way forward. Our mission encompasses strategically embedding EDI into the institutional fabric of TU, monitoring university policies, advising on matters of human rights and accessibility, and facilitating the resolution of complaints. Here, you'll discover a wealth of resources and valuable information for those seeking to broaden their perspective and gain a deeper understanding of their role in nurturing a more equitable and inclusive community. Join us in the journey to foster a more just and inclusive world.



EXPLORE  
OUR NEW  
WEBSITE!





# ABOUT US

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**DR. RONA JUALLA VAN OUDENHOVEN**

## Unlimited Creativity, Endless Innovation

The inaugural Director of Equity, Diversity, and Inclusion at Trent University, Dr. Jualla van Oudenhoven is a passionate inclusive leader with extensive experience in Canadian and global contexts. She strongly commits to promoting equity, diversity, and inclusion across Trent's campuses. A sociologist, researcher, and a Canadian Certified Inclusion Practitioner [CCIP], Rona is dedicated to creating inclusive and safe spaces for all.

### Directors Message

*We have all heard the dictum, the measure of a country, a society, a people, an institution is how we treat with our most vulnerable. This philosophy succinctly captures the very essence of our EDI and human rights work. We are here to partner with you to actively tackle those equity barriers together.*

# ABOUT US

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## Jose Gonzalez Güel

*Human Rights Advisor,  
Peterborough and  
Durham Campus*



## Kimberly Morrison

*EDI Administrative  
Outreach Coordinator  
Peterborough Campus*

# ABOUT US

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*Black Students EDI Coordinator,  
Durham Campus*



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**Joah Gillam**

*Adam Scott C.V.I.  
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Student EDI Coordinator,  
Peterborough Campus*

# ACHIEVEMENTS FROM 2023-2024



*Goal: To promote an accessible, equitable, and inclusive campus aligned with human rights principles.*

*Staffing: Since January 2024, our team includes a Human Rights Advisor, EDI Outreach Coordinator, EDI Training and Support Coordinator (shared with OSA), and six EDI Student Assistants.*

## **Key Achievements:**

### **1. EDI & Human Rights Education:**

- Delivered equity and human rights training on topics like gender equity, unconscious bias, and antiracism.*
- Provided EDI consultations and leadership training for departments and staff.*
- Launched an online Discrimination and Harassment Training Module (Fall 2024).*

### **2. EDI Consultations & Collaborations:**

- Conducted 28 EDI team discussions and 12 training sessions for staff and faculty.*
- Launched the 2nd HEDS Equity Survey and presented at 8 external EDI conferences.*
- Introduced six staff affinity groups and engaged with 35 community stakeholders.*

### **3. EDI Partnerships:**

- Partnered with TCSA and TBSA for the Trent Antiracism Conference and funded six Trent Black Student Awards.*
- Secured \$50,000 from the Ontario Ministry of Colleges and Universities to develop an EDI micro-credential for healthcare professionals.*
- Hosted student internships and re-established the DEI Community of Practice in Peterborough.*

# ACHIEVEMENTS FROM 2023-2024



## 1. Accessibility:

- Enforced accessibility standards and collaborated on accessibility construction projects.
- Secured up to \$100,000 in funding for accessibility programs.
- Provided nine consultations on AODA compliance and reviewed the Multi-Year Accessibility Plan.

## 2. Discrimination & Harassment:

- Offered 15 consultations on human rights and 10 on harassment issues.
- Received 17 discrimination reports, with primary concerns related to disability and racism.
- Conducted one formal investigation on workplace violence and sexual harassment.

*For more information, contact us at [humanrights@trentu.ca](mailto:humanrights@trentu.ca) or visit our website.*



# HEDS SURVEY 20 AND RESULTS 24



## A MESSAGE FROM HEDS:

In this real-time update, we show aggregate results for a few questions from your survey. Keep in mind that these data are from everyone who has taken your survey so far and aren't broken out by various identities. We created this as a preliminary snapshot of overall results on a few, key questions. Overall, the more negative diversity experiences people have (hearing disparaging or insensitive remarks and experiencing discrimination or harassment) the lower their evaluation of the campus climate will be.

<https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:89d2777b-0ba6-4c04-bc64-1280e0830053>



# Equity, Diversity, & Inclusion Priorities 2024-2028

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## **EDI Mission:**

To adopt a rights-based approach for the promotion of a safe, accessible, equitable and inclusive campus.

**Vision:** We aim to be actionable, approachable and trustworthy.

**Priority 1:** Embed EDI to Impact Cultural & Structural Change.

**Priority 2:** Monitor EDI Progress.

**Priority 3:** Shape EDI Research, Policies, Procedures & Pedagogy to Reflect an EDI Framework.

**Priority 4:** Be a Glocal [Global + Local] EDI Hub

**Priority 5:** Promote an Accessible, Equitable, Safe, Inclusive Campus

# Equity, Diversity, & Inclusion Priorities 2024-2028

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## Priority 1 Intervention:

1. Launch EDI Mentorship Programs [HR, OSA, Trent Alumni, International Office and Faculty [2024-2025].
2. Roll out Inclusive Leadership Training and EDI Online Modules [2024-2025].
3. Revise criteria in documents to reflect inclusive language (HR & Communications) [2024-2025].
4. Provide antibias recruitment training and tools to managers and hiring committees (HR & CRC) [2024-2028].

## Priority 2 Intervention:

1. Conduct EDI Scan/ HEDS Surveys [Trent 2024-2025].
2. Establish an EDI Steering Committee & set up EDI Committees within faculty & departments [2025].
3. Be informed by Standards - OHRC; Dimensions Charter CRC; AODATRC.
4. Consult with institutional partners for EDI Data (Faculty & Staff) [2024-2028 ].

## Priority 3 Intervention:

1. Create new policies as necessary (Departments & Faculties) [2024-2028].
2. Consult CRC EDI Action Plan and TU Strategic Research Plan.
3. Revise polices using EDI evaluation tool.
4. Review curriculum content to include Diverse Canons of Knowledge, Indigenous & Decolonizing Discourse.

## Priority 4 Intervention:

1. Establish a multi-disciplinary network with staff, students and, community partners [2024-2025].
2. Engage equity deserving groups - (immigrants, refugees; 2SLGBTQIA+ ; 1st Generation Students) [OSA 2024-2027].
3. Develop partnership with international and/or local stakeholders - (Trent International, Alumni & Research community) Investigate other universities [2024-2028].
4. Create EDI knowledge network.

## Priority 5 Intervention:

1. Create physically, socially, and psychologically safe, campus space (Campus Safety Team) [2024-2028].
2. Apply EDI principles in the workspace (signage-images-posters), naming of streets, buildings [2024-2025].
3. Set up safe space networks (with Facilities & Staff) [2024].
4. Outline clear procedures for complaints process (Safety team, OSA, Accessibility Office) [2024-2025].

# TRAINING RESOURCES

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Trent University is committed to ensuring that its staff and students are included, inspired, safe, supported, and celebrated. The University seeks to actively promote an accessible, equitable, and inclusive campus society that reflects and embraces the diversity of its occupants guided by human rights principles and practice, free from discrimination.

## EDI Blogs



Explore our latest articles on key topics related to equity and inclusion, written by students and members of our community.

- **The Forgotten Demographic in Hair Care: The Lack of Black Hair Education in Beauty Schools**
- **Breaking Stereotypes: A Queer Punjabi Sikh's Experience with Micro-aggressions**
- **Self-Erasure in the Workplace: Hair Politics**

## Read Here:

<https://www.trentu.ca/chrea/our-blog>



# TRAINING MODULES

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## Training Modules

Our office offers training to staff, faculty, and students in the areas of Human Rights, Equity and Accessibility. Below are the trainings that we provide:

- Positive space training
- AODA training
- Respecting individuals and supporting equity (RISE)
- Accessible documents training



- HR staff development sessions:

<https://www.trentu.ca/humanresources/professional-development#AODA%20Offered%20Sessions>

- Student support certificate:

<https://www.trentu.ca/currentstudents/student-support/student-support-certificate/student-support-certificate-advanced-sessions>

# TRAINING MODULES

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## Training Modules

- Commemoration guides:
  - [National Day for Truth and Reconciliation/Orange Shirt Day – Commemoration Guide](#)
  - [International Day of People with Disabilities – Commemoration Guide](#)
- Anti-racism resources:  
<https://taylor-institute.ucalgary.ca/resources/module/anti-racism-edi-positionality>



Find Our Training Modules here:

<https://www.trentu.ca/chrea/education-resources/ehro-training>





The Staff Affinity Networks at Trent University aim to create a safe and supportive community for self-identified underrepresented groups. These networks encourage collaboration and provide a safe space for staff and faculty to celebrate their achievements and contribute unique ideas and talents through networking and mentoring. It's important to note that the networks are not meant to replace existing forums for addressing specific issues, but rather to complement and support other university departments. The meetings are informal and focus on building a sense of belonging and community.

## WHAT IS AN AFFINITY GROUP?

An Affinity Group is a group of faculty and staff linked by a common purpose, ideology, or interest. They play a vital role in ensuring an inclusive environment where all are valued, included, and empowered to succeed. They can provide a collective voice for faculty and staff with common interests and are affiliated with and can receive support from the Office of Equity and Human Rights. As a member, you can play a vital role in ensuring an inclusive environment where all are valued, included, and empowered to succeed.



# AFFINITY GROUPS

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## WHY SHOULD I JOIN ?

Benefits of joining an Affinity Group include the opportunity for: • Professional development and networking. • A collective voice and relationship with Trent University EDI mission. • A role in fostering a community of support and respect. • Playing a role in Broadening intercultural awareness on campus.

**All current members of our six established Affinity Groups are asked to Join us for our Welcome Back Joint Affinity Group Workshop September 11th 1-2pm at the Peterborough Campus**

**All members of Faculty and Staff who would like to become members of any of the following Six Affinity Groups are invited to our Durham Campus Affinity Group Kick-Off in September.**

### **Our Affinity Groups include:**

1. BIPOC Affinity Group
2. Black Staff and Faculty Affinity Group
3. Disabilities Affinity Group
4. Women Affinity Group
5. 2SLGBTQIA+ Affinity Group
6. Neurodiversity Affinity Group

# EDI AMBASSADORS



## BECOME A TRENT UNIVERSITY EDI STUDENT OR STAFF AMBASSADOR

A Trent University EDI Ambassador promotes and advocates for equity. They seek to raise awareness of what inclusion means and are concerned with fostering a welcoming community for everyone. They actively engage in EDI initiatives with Trent community of students, staff and faculty and may take on different roles depending on the needs of the community they are representing.

## EDI AMBASSADORS

Our EDI Student and Staff Ambassador Training helps future ambassadors gain insight into EDI themes. It also gives participants the opportunity to become cognizant of (personal) behaviors that unwittingly contribute to exclusion. In learning about inclusive communication and leadership, participants are equipped with practical tools that help them become proactive EDI change makers. Join this program and learn how to foster a more inclusive Trent campus! ***Do you want to be an EDI Student?***

Send an email to [humanrights@trentu.ca](mailto:humanrights@trentu.ca) to let us know.

# CONTACT LIST

<https://www.trentu.ca/chrea/contact-ehro>



| Contact                                                                                                | Email                                                                              | Phone                                             |
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OPEN MONDAY TO FRIDAY FROM  
8:30 A.M. - 4:30 P.M.



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EQUITY & HUMAN RIGHTS OFFICE

