



Committee Report

Action Requested: Decision; Discussion/Direction; Information

To: Executive Committee

Date: January 27, 2026

Presented by: Stephanie Williams, Vice-President, People, Culture & Student Services

Subject: 2025 Annual Report: Anti-Hate/Racism & Institutional Attestation

Motion for Consideration (if applicable):

That the Executive Committee receive this report for information.

Executive Summary:

Trent University is required to comply with the Strengthening Accountability and Student Supports Act, 2024 (Bill 166) and the associated directive on Anti-Racism/Anti-Hate. The legislation mandates publicly accessible policies, five-year review cycles, annual reporting, and an attestation of compliance.

Trent achieved full compliance with the new Anti-Racism/Anti-Hate Directive January 31, 2025, and accordingly submitted its attestation to the Ministry on August 21, 2025. All required policies, procedures, and reporting mechanisms are in place, including a centralized public webpage, anonymous reporting options, and a complaint process aligned with the Ontario Human Rights Code.

The 2025 Annual Report summarizes complaint data, trends, outcomes, and resolution timelines, demonstrating that 85% of cases were closed within the reporting year, with most resolved informally within one month. The University continues to meet or exceed all obligations of the Directive, including annual communication requirements, Board reporting, ongoing data collection, and public transparency.

The report will be publicly posted and submitted to the Ministry by January 31, 2026.

Analysis/Alternatives Considered:

Compliance Requirements:

In Fall 2024, following Royal Assent of Bill 166, the Minister issued directives to publicly assisted colleges and universities in the areas of Student Mental Health, Anti-Racism/Anti-Hate, and Educational Costs, providing sector-wide guidance on implementation requirements. Institutions were required to achieve full compliance with the Student Mental Health and Anti-Racism/Anti-Hate directives by January 31, 2025.

Subsequent to the initial compliance requirements, the Minister introduced additional obligations requiring all colleges and universities to complete an attestation form and to issue a mandatory annual email communication to all students by September 2025. This annual communication must include:

- A summary of the institution's anti-hate and mental health policies.
- Information on how students can report on-campus instances of hate or racism.
- Direct links to relevant policies, reporting mechanisms, and mental health resources.

As of January 31, 2025, Trent University was in full compliance with the Anti-Racism/Anti-Hate Directive and formally attested to compliance on August 21, 2025 (see *Appendix A*).

The University has met or exceeded all minimum requirements outlined in the Directive, including the establishment of policies addressing racism and hate; centralized public access through a dedicated webpage; applicability of policies to all campus stakeholders; a comprehensive complaints and reporting mechanism (including anonymous reporting); a human-rights-based approach aligned with the [**Ontario Human Rights Code**](#); and proactive measures for data collection to support annual reporting and continuous improvement.

The Policy:

Trent University's **Discrimination and Harassment Policy (2025)** serves as the primary policy instrument supporting compliance with the Directive. The Policy outlines how the University prevents, addresses, and responds to incidents of racism, hate, harassment, and discrimination across the Trent community. It applies to all students, staff, faculty, members of the Board of Governors, contractors, volunteers, and individuals on campus employed by third-party organizations. The Policy protects individuals on all prohibited grounds under the Ontario Human Rights Code, including race, religion, gender identity, sexual orientation, and disability, and explicitly addresses both systemic and individual forms of racism and hate, including anti-Black racism, anti-Indigenous racism, antisemitism, and Islamophobia. Coverage extends to all campus locations, University-sponsored activities, digital spaces, placements, and third-party contractors acting on behalf of the University.

Related institutional policies supporting the Directive include:

- Workplace Violence and Harassment Policy (2024)

- Free Speech Policy (2025)
- Trent University Charter of Student Rights and Responsibilities (2020)
- Sexual Violence Prevention and Response Policy (2022)

Initiatives Advancing Equity, Inclusion and Belonging on Campus:

Significant work was undertaken by the **Equity and Human Rights Office** to develop and maintain a centralized Anti-Racism/Anti-Hate webpage that consolidates policies, reporting mechanisms, and supports, including anonymous reporting functionality. This webpage is publicly accessible at: <https://www.trentu.ca/ehro/focus-areas/anti-racism-anti-hate>.

Other initiatives implemented by the Office to address racism and hate include:

Area	Initiative / Activity	Description / Details
Online Training Resources	EPIGEUM Online Discrimination & Harassment Training	Completed by 83 students and 78 staff/faculty; covered microaggressions, anti-hate, anti-racism, and bystander intervention.
	“Call It Out” Anti-Hate & Racism eCourse	30-minute interactive module on race, racial discrimination, and human rights protections under the Ontario Human Rights Code.
	Anti-Racism, EDI & Positionality in Teaching and Learning	Explores impacts of racism in post-secondary settings; supports reflection on bias and inclusive teaching practices.
EDI Consultations	Department & Faculty Consultations	Over 20 consultations with departments and faculty.
	Training Sessions	Delivered 23 training sessions for staff and student teams.
EDI Collaboration	Micro-credential EDI for Healthcare Professionals	In collaboration with Nursing, course aims to fill a community need for culturally sensitive and responsive healthcare for professionals, including nurses, managers in healthcare and others in healthcare delivery.
	EDIA Workshops	Supported 15 collaborative workshops with other departments.
	Conference Participation	Represented Trent at two EDIA conferences: University of Toronto (Feb) and University of Regina (Sept 2025).
	Policy Review Collaboration	Reviewed Student Conduct, Discrimination & Harassment, Free Speech, Accessibility Accommodations, and other policies.
	Affinity Groups	Hosted staff affinity group sessions: 2SLGBTQI+, Disabilities, Neurodiversity, Women, and BIPOC.
EDI Partnerships	Student Association Partnerships	Partnered with TCSA, TBSA, and TACSU to co-fund the Black Gala 2025. Funded two (2) Trent Black Students Awards.
	Special Projects	Funded two (2) Student Research Projects for the Trent Journal of Undergraduate Studies.
	Internships	Hosted three (3) student interns from Fleming College.

Annual Report:

The Equity and Human Rights Office continues to manage and track complaints related to racism and hate, and to collect and maintain data for annual reporting purposes as required by the Directive. **Appendix B** provides a summary annual report for the period January-December 2025, including:

- The number and type of complaints reported by students, faculty, or staff, including general categorizations (e.g., verbal, physical, property-related) and the number of complaints not proceeding to review;
- Applicable protected Code grounds and relevant sub-categories (e.g., ethnicity, race, religion; anti-Black racism, anti-Indigenous racism, antisemitism, Islamophobia);
- Outcomes of reported incidents, including response and resolution timelines, investigation findings, disciplinary measures, and involvement of law enforcement where applicable.

Consistent with Bill 166's transparency objectives, the directives require a posting of this report and attestation on the centralized Anti-Racism/Anti-Hate webpage by January 31, 2026

Financial Implications:

Implementation and ongoing costs related to compliance are being managed within the approved operating budget of the Equity & Human Rights Office.

Enterprise Risk Assessment:

Risk	Description	Likelihood	Impact	Mitigations
Non-compliance	Failure to meet Directive requirements and timelines	Low	High	Policy suite finalized; centralized webpage; Board oversight; annual reporting cycle established, efforts to address ongoing.
Privacy	Inadequate protection of personal data in reporting	Low	Medium	Privacy review; limited access controls. de-identification standards in reporting to be established.
Process Delays	Investigations exceed 12-month benchmark	Medium	Medium	Case management process being established and reviewed.
Community Trust	Perceived ineffectiveness or lack of transparency	Medium	High	Publish annual report; regular engagement with stakeholder groups.

Next Steps:

- Public posting of this report and attestation on the centralized Anti-Racism/Anti-Hate webpage by **January 31, 2026**
- Ministerial submission by the Vice President, People, Culture & Student Services to psepolicy@ontario.ca by **January 31, 2026**.
- Mandatory email communication regarding Anti-Racism/Anti-Hate supports to all students in **September 2026**
- Continued data collection & evaluation for the second annual report due **January 31, 2027**.
- Continued compliance and support of the Directives by the Minister.

This report is submitted for information; therefore, no additional action by the Board of Governors is required.

Alignment with Mission, Vision, Values, Strategic Plan:

- This work continues to support institutional commitments to equity, diversity, inclusion, and safe campus environments.

Consultation:

- Equity & Human Rights Office
- Office of the Vice President, People Culture & Student Services

Compliance with Policy/Legislation:

- Complies with the Ministry of Training, Colleges and Universities Act, the Strengthening Accountability and Student Supports Act, 2024, and the Minister's Anti-Racism/Anti-Hate Directive.

Committee/Board Mandate:

- This report fulfills the Board's oversight responsibility for statutory compliance and public accountability.

Supporting Reference Materials (attached):

1. Appendix A: Submitted Ministry Attestation Form & Email to Students
2. Appendix B: Annual Report on Anti-Hate/Anti-Racism

Appendix A - Attestation



To whom it may concern at the Ministry of Colleges, Universities, Research Excellence and Security:

I attest that **Trent University** is in compliance with sections 19 and 20 of the *Ministry of Training, Colleges and Universities Act* and the Minister's Directives made pursuant to those sections.

Trent University complies with:

- Minister's Student Mental Health Directive (issued September 2024),
- Minister's Anti-Racism/ Anti-Hate Directive (issued September 2024).

I attest that student mental health and anti-racism / anti hate policies are in place in accordance with the legislation and the Minister's directives. As well, I attest that this information will be effectively communicated to students through an email on **September 9th, 2025**, with direct links to policies, processes and complaints mechanisms. I also attest this email will be sent annually each September to students and the campus community.

The following institutional webpages demonstrate our implementation of the legislative and directive requirements.

- Mental Health Webpage - <https://www.trentu.ca/wellness/mental-health>
- Anti-Racism/Anti-Hate Webpage - <https://www.trentu.ca/chrea/strengthening-accountability-and-student-supports>
 - Complaints- <https://forms.office.com/Pages/ResponsePage.aspx?id=3-mzllVhrE2u0ngohYEq7MZyU7x3B89DmzO3RkU19IIURFVLV0dJS0kySEk0S1VXWVVVT1NTQIRWVi4u>



Attestation

By signing this attestation form I confirm, as the relevant signing authority on behalf of **Trent University**, that the information contained in this submission is true, accurate and complete in all material respects as of the date this attestation is signed.

Name: **Stephanie Williams**
Title: **Vice President, People, Culture & Student Services**
Signature: 
Date: **August 21, 2025**

Wednesday, January 14, 2026 at 11:47:00 PM Eastern Standard Time

Subject: Supports for New and Returning Students at Trent
Date: Tuesday, September 9, 2025 at 4:27:48 pm Eastern Daylight Time
From: Trent Communications
To: Trent Communications

A message to all students on behalf of Stephanie Williams, Vice-President of People, Culture & Student Services

Dear Students,

Welcome to a new academic year at Trent University. This is an exciting time filled with new opportunities and experiences. We know it can also feel overwhelming as you settle into your courses, meet peers, and navigate campus life.

To support your success, I want to highlight a few key resources available to all students - new and returning - that are designed to foster an inclusive and respectful campus environment.

Please take a moment to review the following policies and supports:

Mental Health Framework: A comprehensive resource of Trent and community services, including academic support, counselling, accessibility, and crisis resources.

Charter of Student Rights and Responsibilities: Outlines expectations and standards of behaviour, helping ensure a safe and supportive learning environment.

Discrimination and Harassment Policy: Trent prohibits hate, harassment, and discrimination. The policy and procedures outline how we educate, prevent, and respond to incidents in ways that respect dignity and human rights.

Reporting an Incident: Incidents of hate, racism, or discrimination, can be reported anonymously through Trent's [Equity and Human Rights Office](#).

Our goal is to ensure that you feel like you belong at Trent and have everything you need to thrive throughout your academic journey. If you want to learn more about these supports, we have expert team members available to help, please do not hesitate to reach out to Student Affairs or visit our [Strengthening Accountability and Student Supports](#) page for additional information.

Wishing you a safe and successful year ahead!

Sincerely,
Stephanie Williams
Vice-President, People, Culture & Student Services
Trent University

Appendix B – Annual Report 2025



Annual Report – Anti-Hate/Anti-Racism

Prepared by the Office of the Vice President, People, Culture & Student Services

Period: January 2025 – December 2025

Intake and Processing Analysis

Total consultations¹: 31

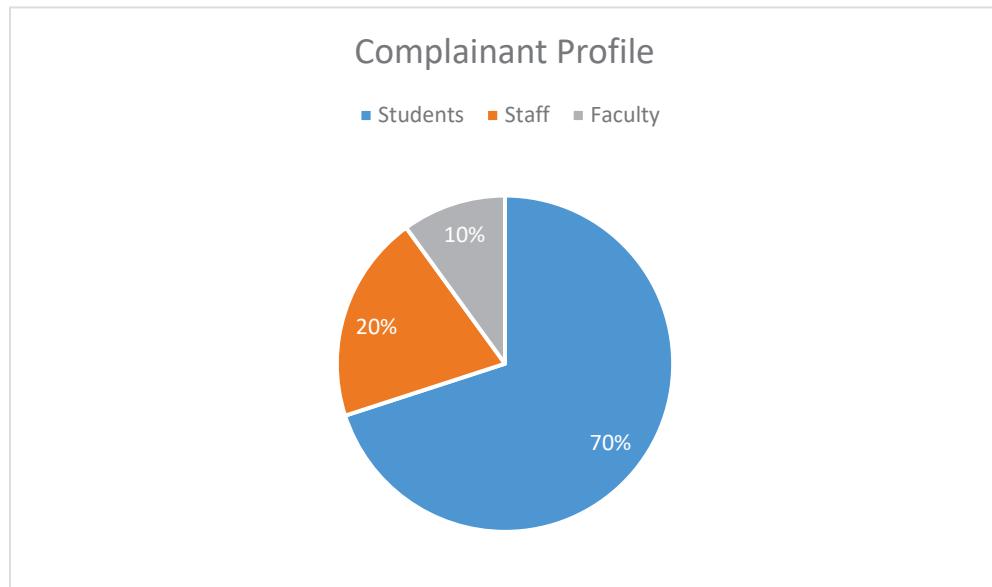
Total complaints²: 10

Closed: 5 (50%)

Ongoing: 5 (50%)

The complaint data is principally **current-year** activity (39 cases), with two legacy cases carried into the period.

Demographics of Complainants



The case mix is predominantly student-initiated, reinforcing the need for clear student-facing education, triage, and supports, as well as proactive outreach around human rights and accommodation navigation.

¹ Queries or issues resolved before complaint stage

² As per Section 6 of the Trent University Discrimination & Harassment Procedures

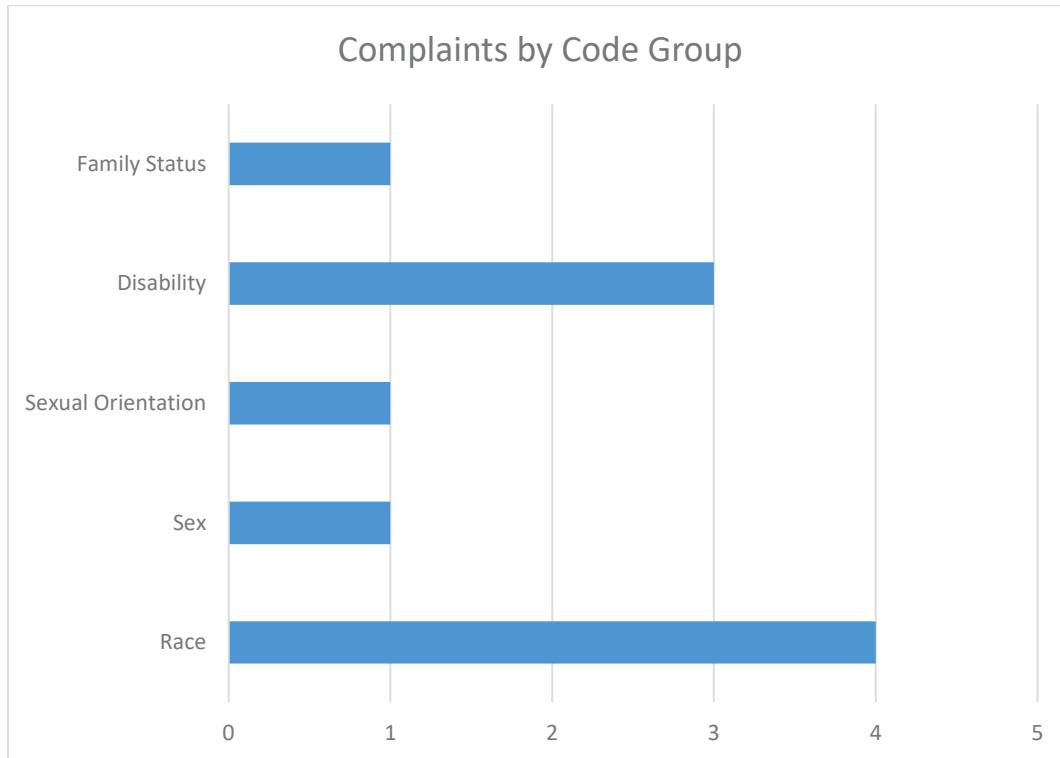
Categories & Nature of Complaints

Protected grounds (Code groups)

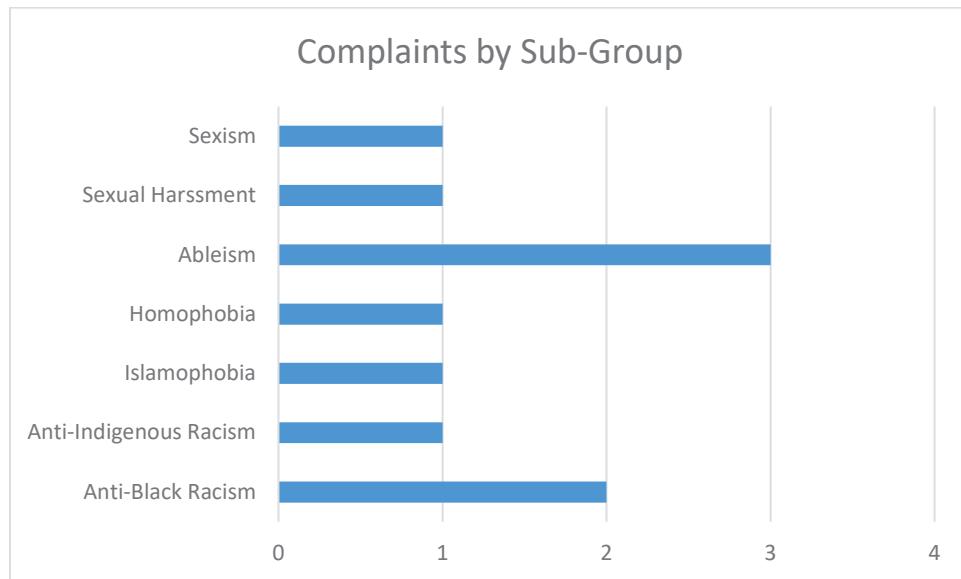
Top 2 code groups:

Race: 4 cases (40%)

Disability: 3 cases (30%)

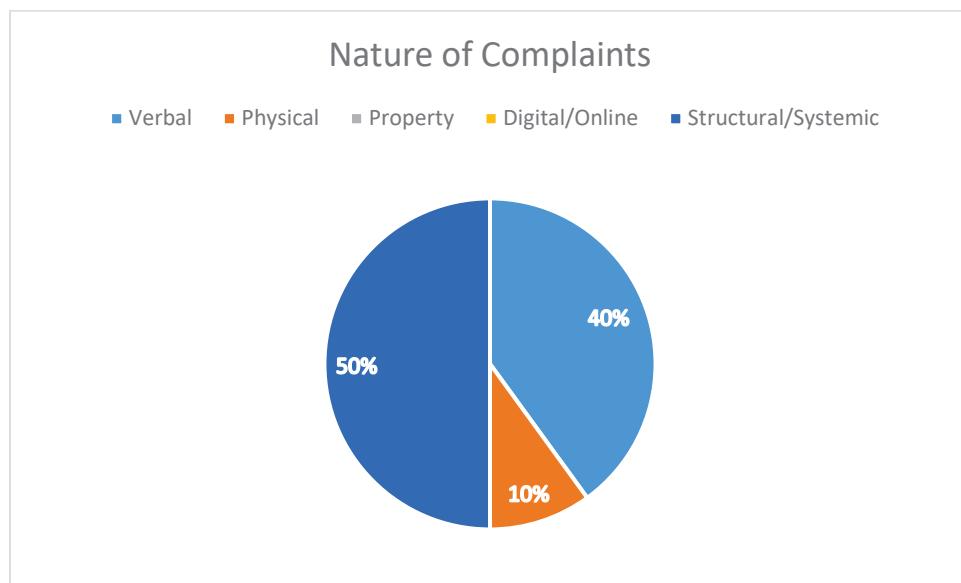


Race and **Disability** account for the majority of complaints received. This pattern is consistent with the types of concerns that often surface where academic decisions, accommodation processes, and campus climate intersect.



Disability-related matters and racialized experiences, particularly anti-Black racism, remain prominent focal points for prevention and response efforts.

Nature of incidents (Category)



Over **half** of cases are **structural/systemic**, suggesting policy, process, or practice issues (e.g., how accommodations are implemented or how decisions are communicated) rather than solely interpersonal conflicts. This aligns with the Policy's recognition of **constructive/systemic discrimination** and underscores the value of organizational-level fixes (procedures, training, quality assurance).

Complaint Resolution Pathways

Informal

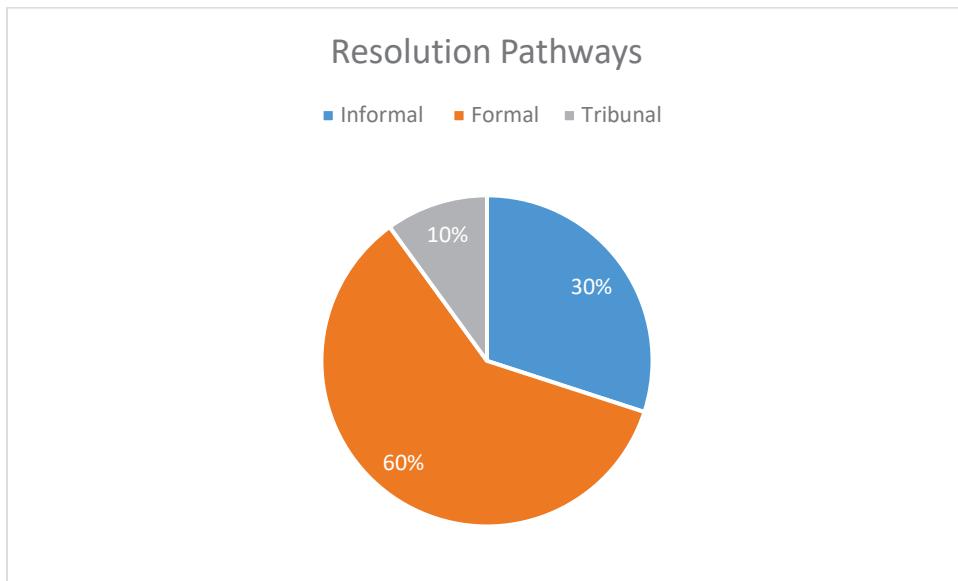
Cases resolved through voluntary, collaborative processes facilitated by the Equity and Human Rights Office, including discussion, consultation, conciliation, or mediation. Informal resolution does not involve findings of fact or the imposition of disciplinary sanctions and may be discontinued by any party at any time.

Formal

Cases referred by the Equity and Human Rights Office for formal investigation and overseen at the Vice-Presidential level (or delegate) in accordance with Section 9 of the Resolution Procedures. Formal cases may involve an internal or external investigator and can result in findings, remedies, or sanctions where a violation of the Policy is substantiated.

Tribunal

Cases pursued externally through the Human Rights Tribunal of Ontario (HRTO). When a matter proceeds to the Tribunal, the University's internal resolution process may cease, subject to its ongoing duty of due diligence under the Policy.



Anti-Hate/Anti-Racism Case Data

January - December 2025

Case No.	Intake Month	Status	Complainant	Category	Code Group	Sub-Category	Resolution	Resolution Timeline (months)	Outcome Summary
1	February '24	Closed	Student	Verbal	Race	Anti-Black Racism	Tribunal	18	Apology and remedy from external respondent, student supports provided to complainants, including counseling.
2	June '24	Ongoing	Student	Structural/Systemic	Disability	Ableism	Formal	-	Escalated to VP People, Culture & Student Services; external investigator engaged.
3	April	Closed	Student	Verbal	Race	Anti-Black Racism	Formal	8	Escalated to VP People, Culture & Student Services. Formal investigation conducted under Student Conduct Policy; respondent sanctioned.
4	April	Closed	Student	Physical	Sex	Sexual Harassment	Informal	5	Matter was resolved by Mediation.
5	May	Closed	Student	Verbal	Race	Islamophobia	Informal	1	Campus Safety conducted a physical inspection and no breach of policy.
6	May	Ongoing	Faculty	Verbal	Sexual Orientation	Homophobia	Informal	-	Escalated to VP Academic; Investigation ongoing.
7	June	Closed	Faculty	Structural/Systemic	Family Status	Sexism	Formal	8	Escalated to VP Academic; informal mediation resulted in written apology accepted by complainant.
8	August	Ongoing	Student	Structural/Systemic	Disability	Ableism	Formal	-	Complaint escalated to VP Finance & Administration. Mediation requested; no response received from complainant.

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				Race	Anti-Indigenous Racism	Formal	-	Escalated to VP People, Culture & Student Services; external investigation ongoing
9	September	Ongoing	Staff	Structural/Systemic				
10	November	Ongoing	Student	Structural/Systemic	Disability	Ableism	Formal	Escalated to VP People, Culture & Student Services; investigation ongoing