

**Annual Bill 166 Human Rights, Harassment, Discrimination,
and Hate Report: Complaints, Response, and Prevention**

Brock Human Rights and Equity Office 2025-2026

Background

Brock University recognizes its responsibilities under the *Ontario Human Rights Code* and the *Occupational Health and Safety Act* and is committed to responding promptly and effectively to concerns of discrimination and harassment within its jurisdiction. Additionally, *Bill 166, Strengthening Accountability and Student Supports Act*, amends the Ministry of Training, Colleges and Universities Act to strengthen institutional accountability related to anti-racism and anti-hate policies in Ontario's postsecondary sector. Under Bill 166, all publicly assisted colleges and universities are required to:

- Maintain anti-racism and anti-hate policies and rules
- Report annually to their Boards of Governors on the implementation and effectiveness of these policies
- Make the report publicly available on a dedicated webpage
- Submit the report to the Minister by January 31 of each year, beginning January 31, 2026

The legislation establishes minimum reporting requirements, while allowing institutions the discretion to define additional content through their policies. All reporting must be done in a manner that protects individual privacy.

Annual Report

The Human Rights and Equity Office's annual report serves to:

- Demonstrate compliance with Bill 166
- Provide transparency and accountability regarding incidents of racism and hate
- Assess the effectiveness of institutional response
- Identify trends, gaps, and areas for ongoing improvement.

The report is presented as a high-level summary using charts and graphs to illustrate data collected during the 2025–2026 fiscal year. It does not include case-specific details and is intended to present aggregated, de-identified information.

The information in this report summarizes complaints made under Brock University Discrimination and Harassment Policy and Procedures as reported to, or addressed by, five intake offices: the Office of Human Rights and Equity, the Office of Legal and Compliance, the Office of People and Culture, the Office of Student Affairs, and Campus Security Services.

The data includes complaints submitted by students, faculty, and staff, as well as community members, visitors, and guest speakers, where applicable. This year, there were a total of **90** personal resolutions, **38** informal or alternative resolutions, **2** systemic resolutions, and **13** ongoing cases facilitated through the Human Rights and Equity Office, with an additional **7** formal complaint processes administered by the applicable university office as outlined under the Discrimination and Harassment Policy. Through the report below, complaints are categorized to indicate those that proceeded to formal assessment and investigation, the type of incident reported, and the relevant prohibited grounds under the

Ontario Human Rights Code. Additional detail is also included to address the subcategories identified in Bill 166, Strengthening Accountability and Student Supports Act, 2024.

The report also summarizes outcomes from both informal and formal processes, including investigation findings, disciplinary measures taken, and any educational or corrective actions implemented. All information is presented in a manner that protects the dignity and privacy of the individuals involved.

Compliance and Privacy

Brock University is compliant with all requirements of the Minister's directive on anti-racism and anti-hate for publicly assisted colleges and universities. This section of the report highlights some of those requirements in further detail.

Policy Revision

Pursuant to the Ministry's Anti-Racism/Anti-Hate Directive for Publicly Assisted Colleges and Universities issued on September 9, 2024 pursuant to Bill 166, Strengthening Accountability and Students Supports Act, 2024 Brock University began collecting data pursuant to the directive and, after consultations with campus-wide stakeholders, revised the previous Respectful Work and Learning Environment Policy (RWLEP) and Procedures and adopted a new Discrimination and Harassment Policy (DHP) framework and procedures in October 2025 that is aligned with the Ontario Human Rights Code (OHRC) and Bill 166 requirements. These policies and procedures define how the University addresses, and responds to, incidents of racism and hate, and outlines procedures for intake, institutional assessment, complaint review, interim measures, decision-making, outcomes, and appeals.

Centralized Platform and Complaint Processes

The University maintains a centralized and publicly accessible platform through the Human Rights and Equity Office website, where members of the campus community can access information on reporting incidents of racism and hate, available supports, and relevant policies. This website serves as a central hub that aligns with legislative and directive requirements and identifies the specific sections of university policies where anti-racism and anti-hate provisions are embedded within broader institutional policies.

Information about the University's investigative processes is also centrally available, with detailed procedures and guidance provided on the Office of Legal, Compliance and Privacy website. Complainants may contact HREO for a complaint form should they wish to submit a formal complaint to the Investigations Office. Together, these platforms ensure that the campus community can access clear and comprehensive information about reporting processes, policy frameworks, and institutional responses.

Data collected through reporting and other engagement mechanisms is reviewed and analyzed by the Human Rights and Equity Office to support accountability, identify trends, and inform ongoing efforts to strengthen equity, inclusion, and a respectful campus environment. The reporting and complaint

processes are designed to protect the privacy and confidentiality of individuals while fostering a culture of tolerance, inclusion, and respect, that encourages reporting without fear of repercussions.

Anonymous Complaints

Members of the campus community have multiple avenues to raise anonymous concerns. Reports can be submitted anonymously through the centralized complaint form available on the Human Rights and Equity Office website. Individuals may also disclose concerns under Brock University Safe Disclosure Policy through the Office of Legal and Compliance. Anonymous disclosures may also be made directly to the relevant office, through Internal Audit, or through Grant Thornton, which provides an independent third-party reporting service.

Complaints submitted through any of these channels that relate to discrimination, harassment, racism, or hate are collected and reviewed.

Executive Summary of Formal Complaints

From May 1, 2025 to April 30, 2026, a total of 19 formal complaints were received through the Office of Student Affairs, the Office of People and Culture, and the Office of Legal and Compliance.

Details regarding these 19 formal complaint submissions are as follows:

- All 19 formal complaints received were reviewed and triaged.
- Seven complaints were assessed to proceed through formal investigative processes.
- Over the reporting period, the University completed the formal process for four complaints related to discrimination and harassment, and three remain in progress.
- None (n = 0) of the formal assessments or complaints were determined to be incidents of hate.
- None (n = 0) of the incidents required the involvement of law enforcement.
- As of April 30, 2025, disciplinary and/or corrective measures were taken in four cases.

Intakes: Disclosures and Concerns Raised through The Human Rights and Equity Office

The Human Rights and Equity Office (HREO) provides support to individuals affected by discrimination or harassment and offers information and guidance to those who disclose related concerns. The office also conducts or oversees alternative resolution processes and collaborates closely with key campus partners—such as People & Culture, Student Affairs, Student Accessibility Services, the Investigations Office, and Legal Counsel—who are responsible for carrying out the formal processes under these policies. Together, this coordination ensures the effective implementation and operationalization of the University's Discrimination and Harassment Policy and Procedures.

During the 2025-2026 academic year, the Human Rights and Equity Office facilitated processes related to **143** disclosures and concerns raised under the Discrimination and Harassment Policy.

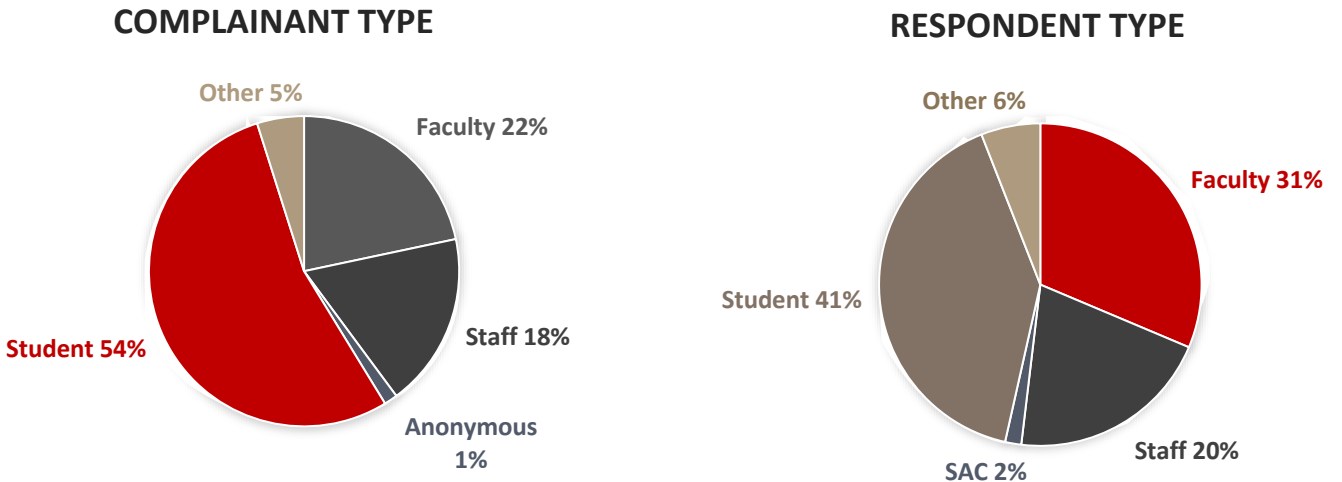
Consultations

HREO also serves as a central resource for the University community by providing consultation and guidance on matters that fall outside the processes associated with the Gender and Sexual Violence and Discrimination and Harassment Policies. These consultations support a wide range of institutional needs, including advising on inclusive language for communications, offering policy analysis and recommendations, assisting with accessibility planning for campus events, and providing advisory support to committees and departments. This consultative work is separate from, and in addition to, HREO’s role in supporting individuals affected by discrimination or harassment and coordinating the implementation of the University’s policies and procedures.

This year, HREO provided **1,491** consultations, representing a 101% increase from the previous academic year. This significant growth highlights the expanding reliance on the office for early-stage advice, preventative support, and expertise in fostering equitable and inclusive practices across the institution.

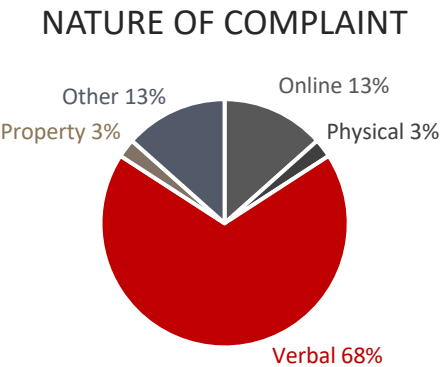
Complainant and Respondent Types

The Discrimination and Harassment Policy applies to all members of the Brock University community, as well as visitors, when incidents of discrimination or harassment occur on University premises or in any off-campus location where the conduct takes place as part of a University-sanctioned event, program, or activity. To maintain confidentiality, the category “other” is used to represent individuals who fall within the scope of the policy and who have been identified as a complainant or respondent in matters brought forward directly to HREO. During the reporting period, HREO also received 12 anonymous complaints, which are included within the overall case totals. The data represented below is consistent with trends observed in previous reporting cycles, demonstrating ongoing stability in the nature of matters reported and the individuals involved.

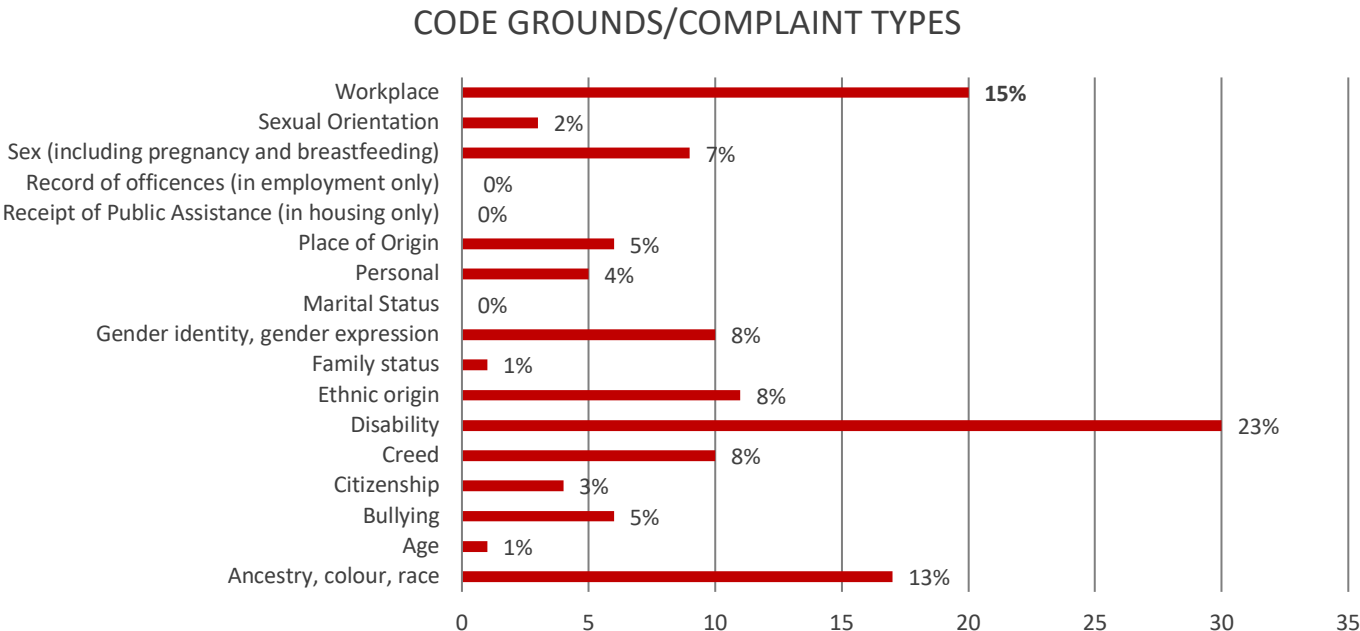


Disclosure By Description Type

An overview of the complaints received indicates that concerns were raised across multiple forms of conduct, including physical interactions, verbal behaviour, property-related incidents, and online or digital activity. In addition to these categories, some submissions were classified as “other,” a designation used to protect confidentiality when the details of a matter could reveal the identity of those involved. This category also captures issues related to systemic, policy, process, or procedural matters in which individuals experienced or perceived discrimination or harassment through institutional structures or decision-making practices.



Human Rights Grounds

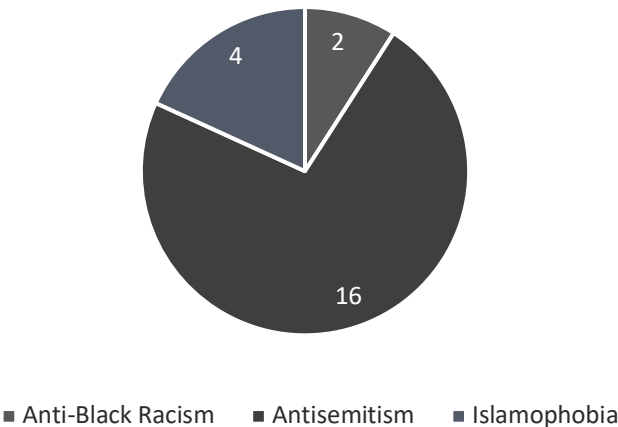


Brock University recognizes its responsibilities under the Ontario Human Rights Code (OHRC) and the Occupational Health and Safety Act (OHSA) and is committed to responding promptly and effectively to all concerns of discrimination and harassment within the University’s jurisdiction. In alignment with

these legislative obligations, the following section outlines the complaints received that relate specifically to Code-protected grounds, as defined by the OHRC and referenced within OHSA requirements. This includes matters where individuals reported experiencing discrimination or harassment connected to personal characteristics protected under the Code.

Bill 166 Categories

BILL 166 CATEGORIES



In compliance with Ontario’s Strengthening Accountability and Student Supports Act, 2024 (Bill 166), this report summarizes the complaints received by the University related to Anti-Indigenous racism, Anti-Black racism, Antisemitism, and Islamophobia. During the reporting period, the Office of Human Rights and Equity received 22 complaints involving Anti-Black racism, Antisemitism, and Islamophobia—categories identified under Bill 166—which together accounted for 15% of all cases reviewed this year. No complaints related to Anti-Indigenous racism were submitted during this period. The figure below reflects the actual numbers reported to HREO.

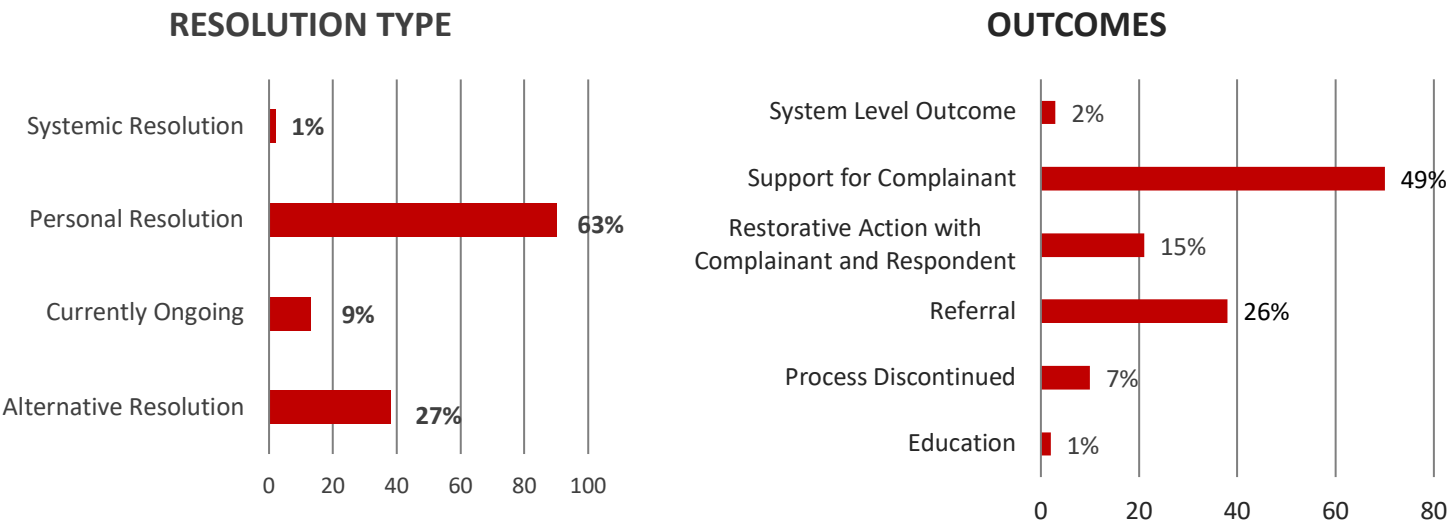
Disclosure Types and Outcomes

The Human Rights and Equity Office (HREO) provides information, guidance, and support to individuals who disclose concerns or allegations of discrimination or harassment. Depending on the nature of the disclosure and the needs of the parties involved, HREO facilitates several resolution pathways, including systemic resolutions that address structural or policy-related issues and personal resolutions focused on individual experiences and impacts. HREO also manages ongoing case files that remain active and have not yet reached a final resolution, and a single disclosure may result in more than one type of resolution or outcome. Because anonymous complaints do not identify the parties involved, the range of possible outcomes is limited, and resolutions may focus primarily on support, systemic or educational measures rather than individual-level actions.

This data reflects only the disclosures and resolution processes overseen directly by HREO and does not include alternative resolution processes managed by the Office of People and Culture, Student

Affairs, or Student Accessibility Services, where such matters fall outside HREO’s scope and have been realigned under other University policies or practices.

Outcomes arising from disclosures to HREO include system-level actions, individual supports, and educational interventions aimed at increasing awareness and preventing future incidents. In some cases, matters are referred to another University office when they fall under the jurisdiction of a different policy or procedure within Brock’s Discrimination and Harassment framework. These referrals were primarily directed to the Office of Student Affairs, the Office of People and Culture, and Student Accessibility Services. Outcomes and resolutions that occur within those offices are not reflected in HREO’s reporting. This represents a shift from previous reporting years following the implementation of the new Discrimination and Harassment Policy and the redistribution of certain processes across the University.



Timelines

The timelines below reflect the number of calendar days from when a complaint was received to when resolution outcomes were communicated to the complainant for matters that did not proceed to a formal investigation.

- Mean (average closure time): 17 days
- Median (typical closure time): 7 days
- Range (shortest to longest closure time): 1 to 140 days

For this report, timelines are calculated from the date a complaint was formally received by HREO to the date the outcome was communicated to the complainant. The data presented reflects complaints received between May 1, 2025 and April 30, 2026, as well as the outcomes of those complaints that were communicated within the same reporting period.

Trends and Risk Analysis

Complaints received by HREO during the reporting period largely reflect the same patterns observed over the past five years, with a slight increase in matters related to Gender Identity and Gender Expression. Complaints related to Ancestry, Colour, and Race show a decrease compared to recent reporting cycles, which may largely be in relation to institutional efforts made to address these concerns. Disability-related complaints continue to represent the largest proportion of Code-ground concerns when viewed across the past decade. Across federal and provincial jurisdictions, disability remains the most frequently cited protected ground in human rights complaints, and Brock remains consistent with this trend. While the number of disability-related complaints reported this cycle appears lower than in previous years, this shift corresponds with the implementation of the new Discrimination and Harassment Policy in 2025–2026, which realigned the handling of informal and formal disability-related academic complaints to Student Accessibility Services. As a result, these matters are now addressed through processes outside HREO and are no longer reflected in HREO’s annual reporting.

Similarly, referrals—a new component introduced under the updated policy—redirect certain matters to the Office of Student Affairs, the Office of People and Culture, or Student Accessibility Services when they fall under the jurisdiction of other University policies or procedures. Outcomes related to workplace harassment, for example, are managed within the Office of People and Culture and therefore do not appear in HREO’s reported totals.

Ontario-based research provides important context for interpreting these reporting trends. Studies consistently show that both race-based and disability-related discrimination are significantly underreported across public institutions. The Ontario Human Rights Commission has noted that racism is “substantially underreported,” citing systemic barriers, limited trust in complaint systems, and fear of negative consequences as key deterrents to formal reporting (Ontario Human Rights Commission, Policy Dialogue on Racism, 2019). The Ontario Anti-Racism Directorate similarly reports that many racialized individuals do not disclose incidents of discrimination due to concerns about retaliation, skepticism that reporting will lead to meaningful action, and previous negative institutional experiences (Ontario Anti-Racism Directorate, Anti-Racism Strategic Plan, 2017). Parallel findings exist for disability-related discrimination: the Ontario Human Rights Commission has identified persistent gaps in disability reporting, noting that individuals often do not come forward due to stigma, fear of repercussions, and limited confidence in complaint processes (Ontario Human Rights Commission, Policy Dialogue on Human Rights and Disability, 2018). The Accessibility for Ontarians with Disabilities Act (AODA) Independent Review further found that people with disabilities frequently avoid reporting barriers or rights violations because they believe complaints will not result in meaningful change or because reporting mechanisms are themselves inaccessible (Moran, Third Review of the AODA, 2014). These findings indicate that the true prevalence of both race- and disability-based discrimination in Ontario is likely higher than what is reflected in formal reporting systems, and thus, it is likely also true within Brock’s own reporting systems.

Formal Process: Complaint Summary and Outcomes

Formal investigative procedures under the Discrimination and Harassment Policy are supported collaboratively across several University units. Student Affairs oversees the process for student-related matters, providing guidance and directing cases to Human Rights and Equity or the Investigations Office when appropriate. The Office of People and Culture fulfills a parallel role for faculty and staff. The Investigations Office conducts formal investigations, while Legal Counsel provides guidance to ensure procedural fairness and compliance with University policies. The figures below reflect the actual number of formal complaints submitted to the offices responsible for administering the policy’s formal processes

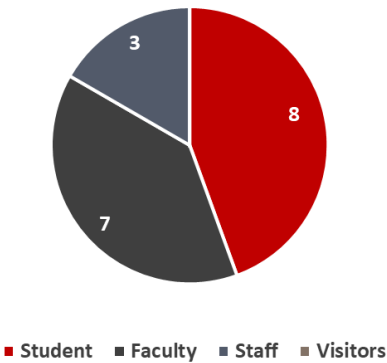
Complaint Summary

Under the Discrimination and Harassment Policy and Procedures, several University offices share responsibility for implementing and assessing formal complaint processes. These units receive, review, and assess complaints; determine whether a formal investigation should proceed; and conduct or oversee investigations, as appropriate, into allegations of discrimination and harassment.

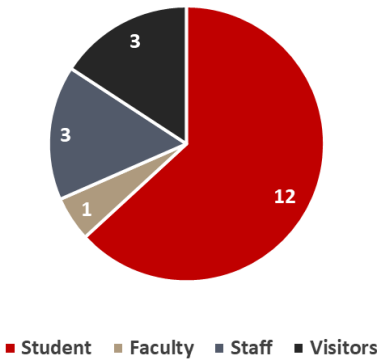
Complainant and Respondent Type

Based on the formal complaint submissions, complainants included 8 students, 7 faculty, 3 staff, and 1 visitor. Respectively, the respondents included 12 students, 1 faculty, 3 staff, and 3 visitors.

RESPONDENT TYPE: FORMAL COMPLAINTS



COMPLAINT TYPE: FORMAL COMPLAINTS



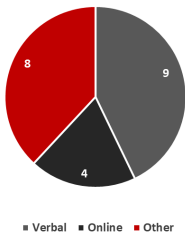
Disclosure Assessment

During the 2025-2026 Academic Year, a total of 19 formal complaints were received assessed, and triaged through the offices responsible for the operationalization of formal investigative processes under, and in relation to, the Discrimination and Harassment Policy, with 7 of those complaints proceeding through formal investigative processes.

Nature of Complaints

Bill 166 requires Ontario universities to publicly report each year on the number and nature of complaints received under the Discrimination and Harassment Policy. Institutions must categorize and summarize the types of concerns raised to support greater transparency and accountability in campus reporting practices. Of the submitted complaints, 9 were verbal, 4 were online, and 8 were other.

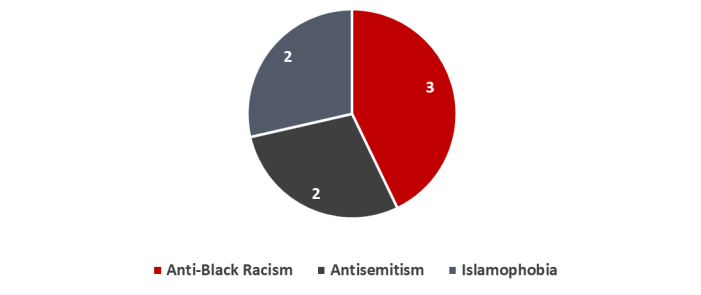
NATURE OF COMPLAINTS: FORMAL COMPLAINTS



Bill 166 Categories

Over the reporting period, offices responsible for the operationalization of the Discrimination and Harassment Policy received formal complaints involving Anti-Black racism, Antisemitism, and Islamophobia—each of which falls within the categories identified under Bill 166—and together represent 12% of the total complaints received by the Office of Legal and Compliance. No complaints were received in relation to Anti-Indigenous racism. Through the formal complaints, 3 were reported as Anti-Black Racism, 2 as Antisemitism, and 2 as Islamophobia.

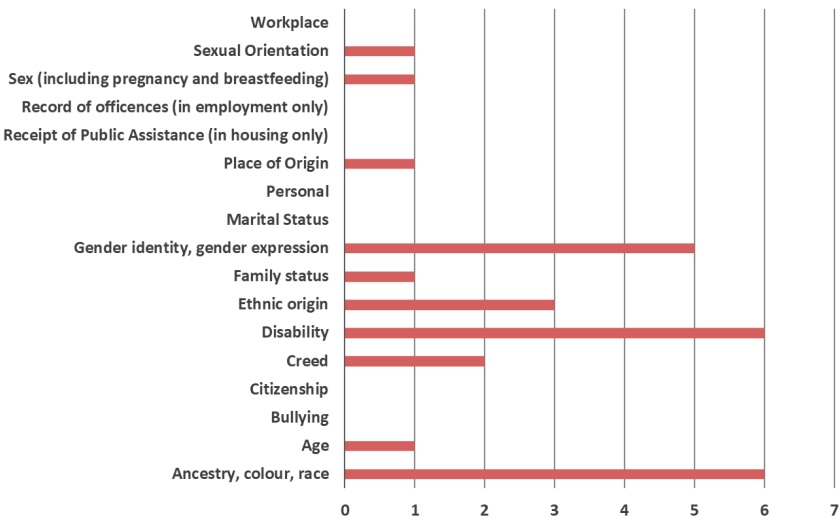
BILL 166 CATEGORIES: FORMAL COMPLAINTS



Grounds

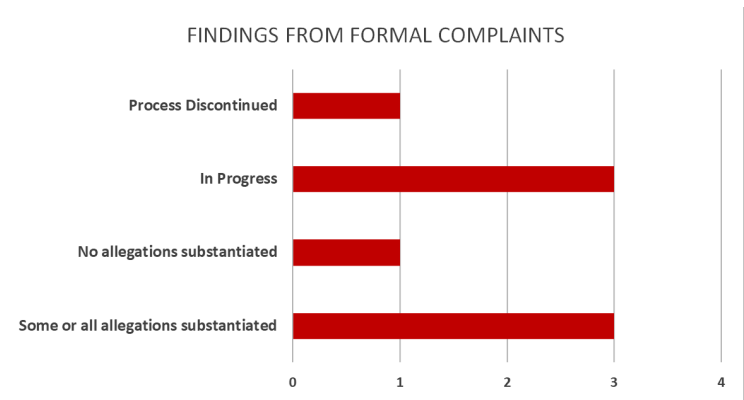
Individuals who requested formal complaint processes identified a range of Code grounds connected to their concerns. The most frequently cited grounds included Disability, followed by Ancestry, Colour, and Race, and then Gender identity, gender expression, along with other protected categories raised less often. These self-identified Code grounds form the basis for assessing complaints under the Discrimination and Harassment Policy and help illustrate the types of issues brought forward through the formal process.

CODE GROUNDS/COMPLAINT TYPES: FORMAL COMPLAINTS



Findings From Investigations

The graph illustrates the outcomes of formal complaints investigated and completed during the 2025–26 academic year, highlighting the distribution and resolution of matters addressed through the University’s formal processes. Cases in progress do not, yet, have concluded findings.

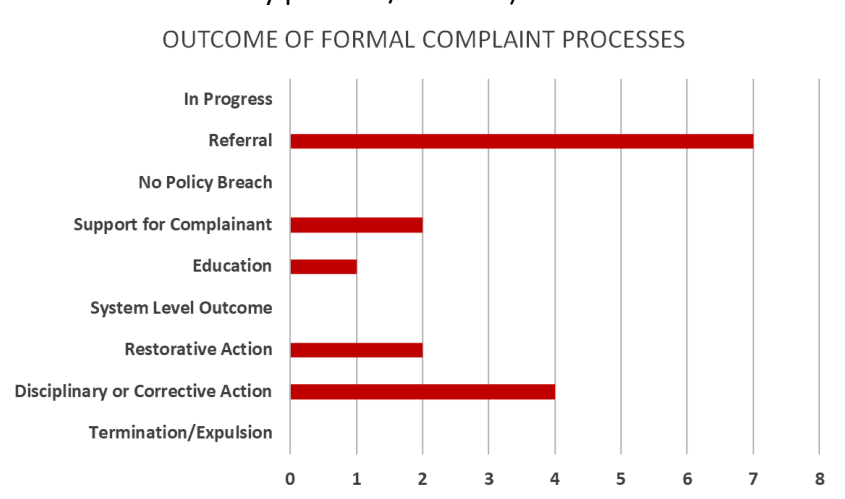


Outcomes of Complaint Processes

Outcomes arising from formal complaint processes are determined after an investigation is completed and are based on the findings of that investigation. Possible outcomes include education, restorative measures, disciplinary or corrective action, or referral to another University process. Referrals typically occur when a matter does not meet the threshold for investigation under the Discrimination and Harassment Policy but may be more appropriately addressed through a different policy or procedural pathway.

In cases in which the complaint was closed and no restorative, or disciplinary, corrective, or remedial action was taken against the respondent, the University, in many cases, extended support to the complainant. The University may not be able to take disciplinary, corrective, or remedial action for many reasons, including:

- the University had no jurisdiction for action;
- the nature of the complaint did not meet the threshold of discrimination under our policies due to insufficient evidence, and/or there was no finding of wrongdoing; and/or,
- the respondent was not an individual (for example, complaints against a department or University practice/decision).



Conclusion

This report demonstrates Brock University's ongoing commitment to meeting its obligations under the Ontario Human Rights Code, the Occupational Health and Safety Act, and Bill 166, while fostering a campus environment grounded in equity, inclusion, accountability, and respect. The data highlights continued engagement with reporting and consultation processes, the effective implementation of the new Discrimination and Harassment Policy framework, and the important role of both formal and informal resolution pathways in addressing concerns of discrimination, harassment, racism, and hate.

The reporting period also reflects the growing demand for proactive equity guidance and early intervention supports, evidenced by a significant increase in consultations and continued use of disclosure and resolution services. As the University continues to implement and refine its revised policy framework, future reporting cycles will provide an increasingly comprehensive picture of trends, outcomes, and institutional responses across all responsible units, supporting ongoing efforts to strengthen transparency, responsiveness, and a respectful learning and working environment for all members of the Brock community.

DHP COMPLAINT AND RESOLUTION DASHBOARD

The table below summarizes complaint activity against the Discrimination and Harassment Policy (DHP) for the period May 1st, 2025, to April 30th, 2026.

Total Number of Resolutions	Fiscal 2025-26
Human Rights and Equity Office administered resolutions	143
Resolution Type	Fiscal 2025-26
Personal resolutions include confidential consultations with HRE for advice or coaching on resolving a concern oneself, or by an individual choosing to take no action.	90
Alternative/Informal resolutions may include mediation, accommodation, training, voluntary no-contact agreements, apologies, and/or other forms of restorative justice	38
Systemic Resolutions	2
Ongoing	13
Complainant Type	Fiscal 2025-26
Student	77
Faculty	31
Staff	26
Anonymous	2
Other	7
Total	143
Respondent Type	Fiscal 2025-26
Student	75
Faculty	58
Staff	41
Other	11
Total (Note: Some complaints had multiple respondents)	185
Complaint Type	Fiscal 2025-26
Age	1
Creed	10
Citizenship	4
Disability	30
Ethnic Origin	11
Family Status	1
Gender Identity/Gender Expression	10

Harassment (Personal or Workplace)	20
Marital Status	0
Place of Origin	6
Race/Ancestry/Colour	17
Sex	9
Sexual Orientation	3
Bill 166 Categories	Fiscal 2025-26
Anti-Black Racism	2
Antisemitism	16
Anti-Indigenous Racism	0
Islamophobia	4
Timelines (Number of calendar days a case is open)	Fiscal 2025-26
Mean	17
Median	7
Shortest	1
Longest	140
Range	1-140
Outcome	Fiscal 2025-26
Support for Complainant	70
Education	2
Restorative Action with Complainant and Respondent	21
Referral	38
System Level Outcome	3
Process Discontinued	10
Nature of Complaint	Fiscal 2025-26
Verbal	112
Online	22
Physical	4
Property	4
Other	22
Consultations	
Consultations are defined as advice given on a matter that falls outside the scope of a personal resolution, informal resolution, or formal complaint (as detailed above).	1491

Formal Complaints

(administered by the Office of Investigations, Student Affairs, and the Office of People and Culture)

Total Number of Formal Complaints	Fiscal 2025-26
Complaints Received	19
Complaints Investigated	7
Complainant Type	Fiscal 2025-26
Student	8
Faculty	7
Staff	3
Visitors	1
Total	19
Respondent Type	Fiscal 2025-26
Student	12
Faculty	1
Staff	3
Visitors	3
Total	19
Complaint Type	Fiscal 2025-26
Age	1
Creed	2
Citizenship	0
Disability	6
Ethnic Origin	3
Family Status	1
Gender Identity/Gender Expression	5
Harassment (Personal or Workplace)	0
Marital Status	0
Place of Origin	1
Race/Ancestry/Colour	6
Sex	1
Sexual Orientation	1

Bill 166 Categories	Fiscal 2025-26
Anti-Black Racism	2
Antisemitism	2
Anti-Indigenous Racism	0
Islamophobia	1
Outcome	Fiscal 2025-26
Termination/Expulsion	0
Disciplinary or Corrective Action	4
Restorative Action	2
Education	1
System Level Outcome	0
Support for Complainant	2
Referral	7
In Progress	3
Nature of Complaint	Fiscal 2025-26
Verbal	9
Online	4
Physical	0
Property	0
Other	8
Findings From Complaint	Fiscal 2025-26
Some or all allegations substantiated	3
No allegations substantiated	1
In progress	3
Process discontinued	1

Overview of Prevention, Education, and Response Programs and Initiatives

HREO Mandate and Core Functions

The Human Rights and Equity Office (HREO) serves as a resource for all members of the Brock community. The Office's work encompasses two distinct yet interconnected areas: human rights and equity, both of which help foster a respectful, inclusive, and equitable campus environment.

Human Rights

The Human Rights and Equity Office (HREO) operates through an Ontario-centric framework informed by the Ontario Human Rights Code (OHRC). While recognizing that local issues are often situated within broader global contexts, the HREO's mandate is grounded in Ontario's human rights legislation and Brock University policies.

The HREO addresses concerns related to discrimination, harassment, sexual violence, and gender-based violence through two University policies that align with the OHRC: the Discrimination and Harassment Policy (DHP) and the Sexual Violence Policy (SVP). Through these policies, the HREO responds to disclosures and reports, provides information and support to individuals impacted by these experiences, and works collaboratively with complainants, survivors, respondents, and other relevant parties to facilitate fair, timely, and responsive resolution processes.

Equity

The HREO supports staff, faculty, and students in advancing equity, diversity, and inclusion across the Brock community through advocacy, education, consultation, community engagement, and capacity-building initiatives aimed at reducing barriers and promoting inclusion. This work includes supporting individuals and groups, delivering training and events, and providing guidance to those seeking to foster equitable learning and working environments.

Executive Summary

The Human Rights and Equity Office (HREO) made significant progress in advancing Brock University's commitments to equity, inclusion, accessibility, anti-racism, and community wellbeing during the 2025–2026 reporting year. Guided by Brock University's Strategic Plan and University Action Plan, the Office continued to prioritize initiatives that reflect the University's commitment to centring people in its mission and working towards a culture where all members of the Brock community can thrive. This work was grounded in key legislative and policy frameworks, including the Ontario Human Rights Code, the Accessibility for Ontarians with Disabilities Act (AODA), Bill 166, Bill 132, Bill 26, the Scarborough Charter, and institutional commitments to prevention, accountability, and systemic change related to discrimination, harassment, and gender-based and sexual violence.

Across all areas of mandate, HREO delivered integrated programming spanning education, engagement, support, and systems change. The Office facilitated **205 training sessions reaching 6,420 participants**, covering accessibility and inclusive pedagogy, anti-racism and unconscious bias, equity-informed leadership, cultural competency, disability justice, and prevention and response to discrimination, hate, and gender-based and sexual violence. In alignment with AODA mandatory training requirements, Ontario Human Rights Commission (OHRC) guidance, Bill 166, and Bill 26, these sessions strengthened institutional capacity for prevention, early identification of harm, and responsive action across academic, residential, athletic, and professional contexts.

In addition to formal training, HREO hosted **250 events engaging 5,174 participants**, with programming focused on days of significance and community engagement across Black History Month/African Heritage Month, Pride and 2SLGBTQIA+ inclusion, Indigenous histories and reconciliation, disability justice and accessibility, anti-racism and decolonization, gender-based and sexual violence prevention, mental health and harm reduction, and cultural and religious observances such as Eid and International Women's Day. Signature initiatives included the Level Up: Black Secondary Student Symposium, Ability and Empowerment Day, Afro-Caribbean Night, Trans Day of Remembrance, International Holocaust Remembrance Day programming, and the National Day of Remembrance and Action on Violence Against Women. These events advanced cross-cultural learning, cultural humility, and accessible, low-barrier opportunities for engagement, while supporting community building, visibility, and belonging across equity-deserving groups.

The Office also supported **308 ongoing programming sessions engaging 2,004 participants**, providing consistent, structured, and predictable opportunities for engagement throughout the academic year. These included Critical and Courageous Conversations, the EDI Community of Practice, and the newly established EDI Student Advisory Committee, alongside weekly Student Justice Centre drop-in programs and identity-affirming supports. These initiatives strengthened peer connection, institutional learning, and student voice in equity decision-making, while providing accessible pathways to support and holistic wellbeing.

Key institutional developments further advanced accessibility, inclusion, and systemic change. The Office supported the renewal of Brock's Multi-Year Accessibility Plan through 2030, ongoing AODA

compliance education and reporting, administration of the Bursary for Students with Disabilities, and strengthened interdepartmental partnerships to identify and remove barriers. HREO also expanded 2SLGBTQIA+ programming through dedicated coordination, weekly drop-ins, and safe disclosure supports, and continued to build campus-wide engagement through collaborative Pride Month planning.

Across gender and sexual violence prevention, education, and response, HREO advanced trauma-informed, survivor-centred, and prevention-focused practice. The Gender and Sexual Violence team expanded prevention education, certificate programming, and survivor support services, while maintaining ongoing supports for students impacted by harm. In partnership with the Faculty of Education, HREO delivered training to more than **800 teacher candidates** on responding to and preventing sexual violence, strengthening future educators' capacity following national findings indicating high prevalence of harm among teacher candidates.

HREO's impact was further reflected through **1,471 consultations related to the Discrimination and Harassment Policy (supporting 143 processes)** and **508 consultations related to sexual violence, including 140 disclosures**. Through these engagements, the Office provided coordinated, trauma-informed, and accessibility-focused support while facilitating access to informal and formal resolution pathways grounded in human rights principles and institutional policy. Collectively, these efforts demonstrate an integrated and systems-level approach to advancing equity, accessibility, and human rights at Brock University. They strengthen institutional capacity for prevention, accountability, and care, while embedding equity-informed practice across education, engagement, support services, and governance.

To strengthen Brock University's commitment to advancing Equity, Diversity, Inclusion, and Decolonization (EDID) priorities, the Human Rights and Equity Office (HREO) initiated the development of the University's first EDID Action Plan. During this fiscal year, recommendations gathered over the past eight years were reviewed and analyzed, forming the foundation of the draft Action Plan. An EDID Action Plan Advisory Committee, representing a broad range of institutional areas, was established to provide oversight and support the implementation of the proposed actions. Following the completion of the draft, a three-month community consultation process was launched. At the time of this report, 175 community members had provided feedback on the draft Plan. Consultation activities will continue through the fall, with additional feedback informing revisions to the document, and a final version of the EDID Action Plan is expected to be completed by December 2026.

Program Area Overview

2SLGBTQIA+ Programming

The 2SLGBTQIA+ portfolio within the Human Rights and Equity Office continued to expand its impact through an integrated approach to community building, education, advocacy, and institutional change. Grounded in principles of inclusion, intersectionality, and affirming practice, the portfolio focused on enhancing visibility, strengthening supports, and fostering a greater sense of belonging for 2SLGBTQIA+ students across the Brock community. The introduction of a dedicated 2SLGBTQIA+ Program Coordinator significantly increased the Office's capacity to deliver responsive programming, provide individualized support, and advance initiatives that address the diverse needs of queer, trans, and gender-diverse students.

A key focus of the portfolio was expanding opportunities for connection, peer support, and access to affirming resources. This included the establishment of weekly community drop-ins and a dedicated Safe Disclosure & Support Drop-In, providing welcoming and confidential spaces for students seeking community, guidance, or support related to gender- and sexual-based violence. The portfolio also strengthened support for gender-affirming care through administration and advocacy related to the Gender Affirmation Fund, while assisting students in accessing the Gender Affirming Gear Program through the Student Justice Centre. Together, these initiatives helped reduce barriers to support and enhanced access to resources that affirm students' identities, well-being, and sense of belonging.

In addition to direct supports and programming, the portfolio advanced institutional inclusion through ongoing consultation, advocacy, and informal environmental scans aimed at identifying opportunities to strengthen policies, practices, and campus environments for 2SLGBTQIA+ students. Strategic partnerships with staff, faculty, students, and community organizations supported the development of intersectional events and educational initiatives that promoted visibility, belonging, and community connection. Through sustained outreach, collaboration, and systems-informed advocacy, the portfolio contributed to increased awareness and utilization of 2SLGBTQIA+ supports while advancing Brock University's commitment to creating a more inclusive, equitable, and affirming campus for all.

Accessibility Programming

The Accessibility portfolio within the Human Rights and Equity Office continued to expand its impact through integrated work in education, compliance, and institutional change. Guided by intersectional and disability justice frameworks, this year's efforts centred collective access, community voice, and the shared responsibility to create inclusive environments across campus.

The team delivered a growing range of workshops, events, and ongoing programming designed to increase awareness, strengthen accessible practices, and deepen understanding of institutional obligations under the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code. This work emphasized both proactive and responsive approaches to accessibility,

including the application of universal design principles and meaningful accommodation practices.

In addition to educational initiatives, the Accessibility and Inclusion Advisor assumed responsibility for administering the Bursary for Students with Disabilities, further supporting equitable access to education. The Advisor also worked collaboratively with units across the university to support AODA compliance education and reporting, contributing to Brock's successful submission to the Ministry for Seniors and Accessibility in this reporting year.

This year also marked both an AODA compliance reporting cycle and the renewal of Brock's Multi-Year Accessibility Plan, now updated through 2030 to reflect evolving institutional accessibility priorities and commitments. The portfolio further advanced implementation of AODA postsecondary recommendations, establishing a strengthened foundation for sustained, institution-wide accessibility enhancements in the years ahead.

Gender and Sexual Violence Programming

The Gender and Sexual Violence (GSV) portfolio within the Human Rights and Equity Office continued to advance a comprehensive approach to prevention, education, and survivor support grounded in trauma-informed, survivor-centred, intersectional, and anti-oppressive practices. Through workshops, outreach initiatives, peer-led programming, and campus-wide events, the team engaged students, staff, and faculty in critical conversations about consent, healthy relationships, boundaries, bystander intervention, and gender-based violence prevention, supporting Brock's efforts to foster a campus culture rooted in safety, accountability, and care.

This year, the portfolio expanded its educational impact through the delivery of consent education to more than 2,000 students living in residence, helping students to develop a shared understanding of consent and promote a culture of respect and prevention from the outset of their university experience. In partnership with the Faculty of Education, the GSV team also delivered training to more than 800 teacher candidates on understanding, responding to, and reporting sexual violence following the release of external survey findings indicating that more than 70 per cent of teacher candidates had experienced harm in their practicum experience. This collaboration strengthened future educators' capacity to recognize, prevent, and respond to gender-based and sexual violence within educational settings. The team further expanded its Gender and Sexual Violence Support Certificate program through the introduction of new learning opportunities, providing participants with enhanced knowledge and practical skills to support survivors and contribute to violence prevention efforts.

Alongside these prevention and education initiatives, the portfolio continued to provide responsive, survivor-centred supports for members of the Brock community affected by gender-based and sexual violence. During the reporting period, 140 survivors received individualized support, advocacy, referrals, and system navigation assistance to help them access resources and make informed decisions about their options. The team also facilitated access to critical supports through the Counsellor of Choice Program and the Emergency Survivor Fund, with 21 and 20 students respectively accessing these services to address immediate safety, wellness, and financial needs following experiences of harm. Collaborative initiatives such as the Consent Carnival and the annual

Montreal Massacre memorial further created opportunities for community engagement, reflection, and awareness. Together, these efforts strengthened Brock's capacity to prevent gender-based violence, support survivors, and foster a more equitable, informed, and compassionate campus community.

EDI Education and Outreach Programming

The Equity, Diversity, and Inclusion (EDI) Education and Outreach portfolio continued to support the University's equity goals through a combination of education, community engagement, consultation, and systems change initiatives. Grounded in anti-oppressive, intersectional, and accessibility-informed approaches, the portfolio focused on embedding equity into teaching, learning, leadership, and campus life while strengthening pathways to access, belonging, and success for equity-deserving students. Through intentional training, consultation, and partnership development, the portfolio supported the University's broader commitment to fostering an inclusive campus culture where all members of the community can thrive.

A key focus of the portfolio was building individual and institutional capacity through education and professional development. During the reporting period, more than 500 faculty, staff, student leaders, and administrators participated in training and learning opportunities focused on equity, anti-oppression, accessibility, and inclusive practices. This included customized training for senior leaders, Residence Life staff, graduate students, and faculty members across Nursing, Education, and Applied Health Sciences.

The portfolio also advanced strategic initiatives that support long-term institutional change, including supporting the Faculty of Education in the development of a departmental EDI strategic plan, facilitating department-level action planning within Digital Humanities, and co-developing accessibility and inclusive pedagogy training in partnership with Student Accessibility Services and the Centre for Pedagogical Innovation. Across all initiatives, an intersectional lens was intentionally woven into program design and delivery, recognizing the interconnected nature of identity, privilege, and systemic barriers while promoting more inclusive and responsive practices across the University.

The portfolio also strengthened Brock University's efforts to support the recruitment, retention, and success of equity-deserving students through innovative outreach and access initiatives. The 3rd Annual Level Up Black Secondary Student Symposium continued to create meaningful pathways to post-secondary education for Black youth by connecting with peers and mentors, increasing access to information and resources, and addressing systemic barriers to higher education. Building on this success, the portfolio launched the Success Beyond Limits campus experience, creating additional opportunities for Black secondary students to engage with the university environment, envision themselves in post-secondary spaces, and strengthen their educational aspirations.

Internally, the launch of the EDI Student Advisory Committee established a new structure for student voice, collaboration, and co-creation, ensuring that equity initiatives remain informed by student experiences and perspectives. The portfolio also continued to produce the EDI Changemaker feature, a monthly initiative highlighting faculty, staff, students, and community members whose efforts advance

equity, inclusion, accessibility, and social justice. By amplifying the work of individuals creating positive change across campus and beyond, the initiative helped foster a culture of recognition, connection, and shared responsibility for advancing equity.

Collectively, these efforts strengthened Brock's institutional approach to equity and inclusion by integrating education, strategic planning, community engagement, and student success initiatives while building meaningful partnerships across the university, the Niagara region, and the broader education sector.

Anti-Racism Programming

The Anti-Racism portfolio continued to advance Brock University's commitment to equity, inclusion, and belonging through education, advocacy, community engagement, and systems-level change. Grounded in Brock's Strategic Plan and the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education, the portfolio focused on strengthening institutional capacity to prevent and respond to racism and hate while fostering a campus environment where Black, racialized, and equity-deserving community members can thrive. This work was further informed by emerging provincial expectations, including those outlined in Bill 166, reinforcing the University's responsibility to create safe, inclusive, and accountable learning and working environments through proactive education, responsive support, and institutional action.

A key focus of the portfolio was advancing awareness, knowledge, and institutional capacity through education, consultation, and partnership development. Throughout the year, HREO delivered training, workshops, and dialogue-based learning opportunities for students, faculty, staff, senior leaders, and campus partners. Programming was intentionally embedded across Athletics and Recreation, Residence Life, academic faculties, and co-curricular spaces to support the integration of anti-racist and equity-informed practices throughout the institution. In partnership with Athletics and Recreation, the portfolio delivered anti-racism education for varsity student-athletes and staff that explored racism alongside other forms of identity-based harm, supporting sector-wide expectations established through Ontario University Athletics while strengthening inclusive team cultures. The portfolio also continued to serve as a resource, advocate, and trusted point of contact for racialized community members, providing consultation, referrals, and support while helping individuals navigate institutional processes and access resources.

The portfolio also advanced Brock's commitments to representation, accountability, and Black flourishing through several signature initiatives. The development and formal adoption of Brock's African-Canadian Ancestral Acknowledgement marked a significant institutional milestone and a tangible demonstration of the University's commitments under the Scarborough Charter. More than a ceremonial statement, the Acknowledgement formally recognizes the enduring histories, contributions, resilience, and presence of African-descended peoples while establishing a shared institutional commitment to historical recognition, truth-telling, and continued action toward racial equity. The portfolio further expanded the Critical & Courageous Conversations series, creating sustained opportunities for meaningful engagement on race, power, justice, and belonging that encouraged movement from awareness to action. Black History Month and African Heritage Month

programming brought together students, faculty, staff, alumni, and community members through a dynamic range of scholarly, cultural, and community-centred events that celebrated Black excellence and fostered learning across the University. In partnership with the Black Community Forum at Brock, the portfolio also supported initiatives that strengthened awareness of and participation in resources and affinity spaces for Black-identified students and staff, helping to build community, connection, and belonging.

Through continual education, advocacy, collaboration, and community engagement, the Anti-Racism portfolio strengthened Brock's capacity to prevent and respond to racism and hate, support those impacted by discrimination, and advance institutional commitments to equity, accountability, and inclusive excellence. Collectively, these efforts further embedded the principles of the Scarborough Charter into the fabric of the University while contributing to a more equitable, welcoming, and inclusive campus community.

Student Justice Centre Programming

During the 2025–2026 year, the Student Justice Centre (SJC) prioritized creating inclusive, accessible spaces for student engagement, community building, and peer-to-peer support. For the first year, SJC launched the 2S&LGBTQIA+ Support Drop-In, adding to the established lineup of BIPOC, General Social Justice, and Disability & Neurodivergent Drop-In programming. These spaces saw a consistent and diverse turnout, helping SJC and HREO reach new audiences and deepen connections across campus. In particular, the BIPOC Drop-In created a safer and supportive community for students experiencing racism, discrimination, and hate, providing opportunities for meaningful connection, validation, resource-sharing, and peer support within the institution. This work aligns with the objectives of Ontario's Bill 166, which emphasizes the promotion of safe, inclusive, and equitable learning environments that support student well-being and belonging.

The SJC's commitment to supporting students through the Gender Affirming Gear Program grew throughout the year, with the addition of eligible items such as packers, menstrual underwear, boxers, and compression shorts. These items, alongside chest binders, breast forms, and binding tape, were accessed by a variety of 2S&LGBTQIA+ students on campus, increasing access to affirming supports and reducing barriers to participation in campus life.

The SJC also continued to employ and mentor peer student staff who organized, facilitated, and led anti-oppression initiatives throughout the year. Peer-led programming remains a cornerstone of the Centre's approach, as students are often uniquely positioned to foster trust, create welcoming spaces, and engage their peers in meaningful dialogue around equity, inclusion, and social justice. Through workshops, events, outreach initiatives, and one-on-one interactions, peer staff contributed significantly to building a stronger sense of belonging across the broader student body.

The SJC remained committed to offering accessible and engaging workshops, events, and social media campaigns that reflected the diverse needs of our community, ensuring that the Centre continued to be a welcoming space for students passionate about or interested in social justice. The Anti-Oppression

Workshop Series evolved with sessions such as *Uncovering the Hidden Curriculum: Colonialism in the Education System*, *Not All, But Not Enough: The Role of Men in Gender-Based Violence Advocacy*, *Disability Justice: Person-First vs. Identity-First Language*, *On the Menu: Sexual Racism and the Commodification of the Black Female Body*, *Words Matter: Unlearning Racist and Ableist Language*, *The Myth of Meritocracy*, and *The Politics of Coming Out*. These workshops brought together students from various identities and programs, reinforcing the SJC's role as a hub for education, advocacy, and critical dialogue on campus.

Meaningful community engagement remained central to the SJC's work throughout the year. Through grassroots outreach strategies, classroom visits, tabling initiatives, campus events, and collaborative programming, the Centre successfully connected with new and returning students, increasing awareness of available supports and encouraging participation in social justice initiatives. Partnerships with campus departments, including the Black Student Success Centre, strengthened the Centre's ability to deliver culturally relevant and engaging programming. Collaborative efforts during Black History Month provided opportunities to celebrate Black excellence, facilitate learning, and foster meaningful dialogue on the experiences and contributions of Black communities.

The SJC also continued to address barriers related to food insecurity by maintaining a student pantry and providing free snacks within the Centre. These resources offered immediate and low-barrier support to students experiencing financial challenges while helping create a welcoming environment where students could access basic needs, build community, and connect with additional campus supports. The continued demand for these services highlighted the importance of accessible food supports as part of a holistic approach to student well-being and success.

Human Rights and Equity Intake and Support Counsellor

During the 2025–2026 academic year, programming efforts focused on advancing culturally responsive mental health care, wellness, and community support for racialized and equity-deserving students at Brock University. Through workshops, trainings, support groups, and community-based initiatives, this work prioritized accessibility, cultural relevance, and the creation of inclusive, identity-affirming spaces, particularly for Black students and other equity-deserving communities. Grounded in principles of cultural humility, anti-oppressive practice, and health equity, programming sought to reduce barriers to mental health support while fostering belonging, resilience, and community connection.

Throughout the year, a range of culturally responsive mental health workshops and wellness initiatives were delivered to support student well-being. Signature programming included the Hair Matters workshop series, which explored the relationship between hair, identity, self-expression, and mental health while fostering representation, belonging, and community among Black students. Ongoing Wellness Hour drop-in sessions provided low-barrier opportunities for students to engage with mental health support in a relaxed, non-clinical setting, serving as an accessible entry point for students who may face barriers to traditional counselling services.

Additional programming focused on developing practical skills related to emotional regulation, communication, self-advocacy, and resilience through initiatives such as the Boundaries Workshop and Navigating Change & Coping Skills Workshop. Experiential wellness opportunities, including the

Healthy Relationships Event, Self-Care Package (DIY) Workshop, and Dance & Movement Session, encouraged students to engage with wellness through creativity, movement, reflection, and community-building.

A strong emphasis was placed on trauma-informed and identity-affirming supports throughout the year. Ongoing Gender-Based Violence Survivor Support Groups provided confidential spaces for healing, peer connection, and community care. Additional initiatives, including Intersecting Realities: Race, Culture, and Sexual Violence and the Consent Carnival, created accessible opportunities for students to engage with consent, healthy relationships, and gender-based violence through an intersectional and culturally responsive lens. In partnership with Future Black Female, a group therapy session was co-facilitated for Black-identified female high school students and Black-identified female students at Brock University, creating a culturally affirming space for dialogue, healing, and community connection.

Capacity-building efforts also remained a priority through the delivery of Culturally Responsive Mental Health Training for Clinical Interns and contributions to the Ambassador of Campus Wellbeing Program. These initiatives strengthened knowledge of cultural humility, anti-oppressive practice, health equity, and inclusive approaches to student mental health among emerging practitioners and campus leaders.

Across all initiatives, collaboration with campus partners, including Brock Student Success Centre (BSSC), Student Wellness and Accessibility Centre (SWAC), Human Rights and Equity (HRE), and other student-facing departments, enhanced the reach and impact of programming. Outreach through ExperienceBU, social media, classroom engagement, and community-based promotion increased awareness of available supports and encouraged participation from diverse student communities.

Overall, more than 20 culturally responsive mental health workshops, trainings, support groups, and wellness initiatives were delivered throughout the academic year. Collectively, this work contributed to strengthening a campus environment that prioritizes accessible, inclusive, and culturally responsive mental health care while creating opportunities for students to access support, build resilience, foster community, and engage in wellness practices that reflect their identities and lived experiences.

Complaint Resolution Program

The HREO is committed to responding promptly and effectively to concerns of discrimination and harassment within its jurisdiction. The office is responsible for addressing complaints in accordance with the Discrimination and Harassment Policy (DHP) and the Sexual Violence Policy (SVP). Operating in alignment with the Ontario Human Rights Code, the Occupational Health and Safety Act, and applicable Brock policies, the HREO works to resolve concerns related to discrimination, harassment, and sexual violence, contributing to a safer and more inclusive environment across the institution.

Complaints received by the HREO are managed through a range of resolution options. Individuals seeking personal resolution may receive confidential advice or coaching to help them address their concerns independently. When alternative dispute resolution is appropriate, the HREO

may facilitate mediation, accommodations, training, voluntary no-contact agreements, or restorative justice measures. Complaints requiring formal resolution are referred to the appropriate office and process as outlined in the applicable University policies. Throughout all stages of resolution, the HREO provides ongoing support to individuals while fostering a culture of respect, equity, and accountability across the institution.

Discrimination and Harassment Policy (DHP)

During the reporting period, Brock University revised its Respectful Work and Learning Environment Policy, renaming it the Discrimination and Harassment Policy to better reflect its focus on addressing discrimination and harassment and protecting the legal rights of community members. Key updates included clarifying the policy's purpose and scope, expanding institutional accountability across multiple University units, enhancing compliance with provincial anti-hate and anti-racism directives, and establishing additional pathways for individuals to seek guidance, support, and resolution. These revisions strengthen the University's capacity to address discrimination and harassment and reinforce its commitment to equity, inclusion, and a safe learning and working environment.

In the 2025-2026 fiscal year, the office provided 1,491 consultations and provided resolution support to 114 complaints through the DHP. There were an additional 7 formal processes facilitated through the Office of Legal and Privacy, Student Affairs, Office of People and Culture.

Sexual Violence Policy (SVP)

The Sexual Violence Policy (SVP) continues to provide a survivor-centred and trauma-informed framework for addressing disclosures and reports of sexual violence within the Brock community. The policy emphasizes survivor autonomy and ensures that individuals who come forward are met with compassion, clear information, and access to support and resources.

During the 2025–2026 fiscal year, 140 individuals made disclosures under the SVP, and the Office provided 508 consultations related to sexual violence prevention, response, support, and policy navigation. Survivors also accessed a range of accommodations, referrals, and resolution pathways tailored to their individual circumstances. Together, these activities demonstrate the ongoing role of the SVP in facilitating access to care, reducing barriers to support, and fostering a safer and more responsive campus environment.

Partnership and Committee Engagement

Participation by members of the Human Rights and Equity Office on both internal and external committees is central to advancing institutional credibility and impact in equity, diversity, inclusion, accessibility, and anti-racism work. Internally, engagement across a wide range of working groups, such as BHM/AHM initiatives, PACHRED subcommittees, EDI governance structures, accessibility-focused committees, and search and hiring processes, helps embed equity principles directly into institutional decision-making, policy development, and day-to-day operations. This cross-functional presence strengthens reputational integrity by ensuring commitments to human rights and equity are consistently reflected in practice rather than existing in isolation.

Externally, participation in regional, provincial, and national networks and community partnerships, alongside organizations focused on accessibility, anti-racism, 2SLGBTQIA+ advocacy, and broader social justice work, supports meaningful knowledge exchange and coalition building. These relationships enhance Brock's ability to learn from leading practices, contribute to sector-wide change, and remain accountable to communities beyond the institution. Together, internal and external committee engagement fosters collaboration, strengthens trust, and positions the office as an active contributor to sustained systemic change.

Internal Brock Committees

BHM/AHM (Black History Month / African Heritage Month) Working Group; PACHRED (President's Advisory Committee on Human Rights, Equity & Decolonization) including all working groups; EDI Action Plan Committee; EDI Community of Practice; EDI Student Advisory Committee; HREO Leadership Meetings; BU4U Working Group; International Development Week / SDG Planning Committee; Search and Hiring Committees (e.g., SJC, Associate Director processes); Anti-Racism Committee; Black Community Forum (BCFAB); Animals on Campus Policy Implementation Committee; AODA Compliance Committee; Accessibility and Inclusion Award Adjudication Committee; Accessibility and Empowerment Day Committee; Web Accessibility Compliance Committee; Annual Pre-Winter Snow Clearing Committee; Learning Spaces Advisory Group; Accessible Communications Committee; Accessible Built Environment Committee; Anti-Ableism and Mental Health Committee; Student Wellness and Accessibility Centre (SWAC) collaborative working groups

External Committees

DSBN Equity, Inclusion and Anti-Racism Committee; Niagara DEI Community of Practice; Scarborough Charter (national network engagement); EICAC–DSBN Committee; Ontario Network of Accessibility Professionals; Ontario Network of Disability Professionals; Accessibility Community of Practice (AODA Customer Service Review); community-based partnerships and working groups connected to 2SLGBTQIA+ programming including Niagara Falls Community Health Centre, OPIRG Brock, Pflag Niagara, Positive Living Niagara, Transgender Niagara, Niagara Reproductive Justice, Silver Spire Church, Thorold Community Activity Group, Fort Erie Native Friendship Centre, and Wandering Spirits.