

# Annual Report 2020 - Summary

Human Rights and Equity Office  
Queen's University

Alternative formats of this report are available on request



# Introduction

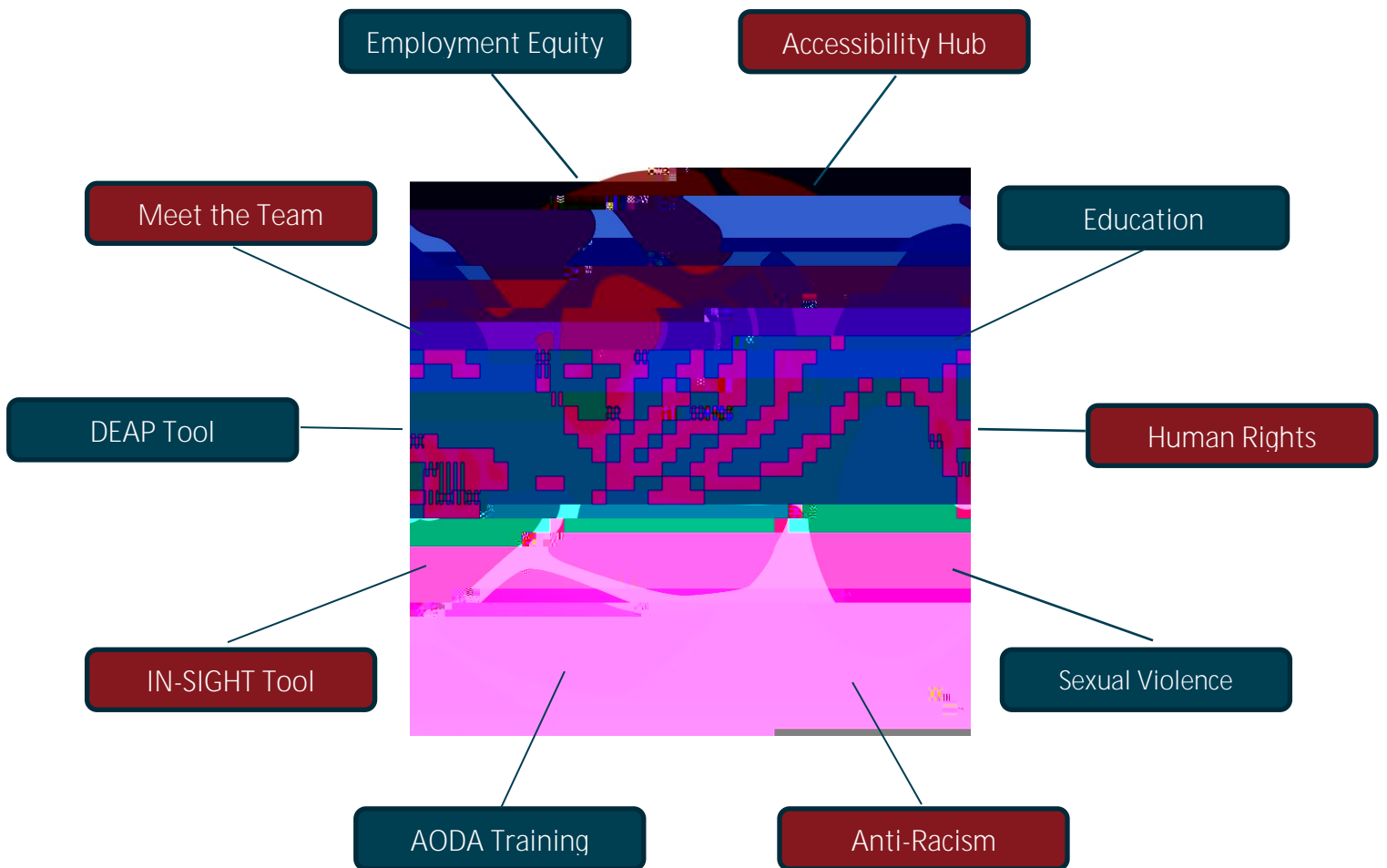


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# HREO INITIATIVES

## Together We are Blog

In total the HREO had six blog contributors for 2020/2021 who shared their experience from their diverse perspectives. They were Alana Butler, Ann Deer, Heather Aldersey, Jenny Lee, Lavonne Hood and Yara Hussein. For more information on the Together We are Blog visit the [Together We Are](#) website.

## The Human Rights Legislation Group (HRLG)

HRLG met four times in the past year. The following topics were discussed: Artificial Intelligence, Human Rights and Hiring Discrimination, Academic Accommodations, Religious Discrimination and COVID-19 and Human Rights. Currently this is the only forum through which the university communicates current information on human rights entitlements and responsibilities to units in a systematic way. For more information on the HRLG visit the [HRLG](#) website.

## Speaker Series

The "Speak on It" speaker series was launched in 2020-2021. Through the knowledge, experiences and stories of a series of invited speakers, "Speak On It" provides a space for staff, students and faculty – particularly those who identify as Black, Indigenous, and racialized- to come together to learn from each other, discuss urgent questions and discover the necessary strategies for transformation of higher education and society more broadly. Topics this year included Navigating Racialization in Childhood and Black Mental Health. For more information on the Speak on It series visit the [HREO Initiatives](#) website.



## IN-SIGHT

HREO worked on the development of IN-SIGHT throughout 2020. IN-SIGHT is an anonymous [harassment](#), [discrimination](#), or [bias/hate](#) incident submission form which allows members of the Queen's community to submit incidents of [harassment](#), [discrimination](#), hate, and violence targeting personal characteristics protected under the Ontario Human Rights Code (e.g., race, religion, sexual orientation, disability) which have been experienced or witnessed. For more information on IN-SIGHT visit the [IN-SIGHT](#) website.

