



Anti-Racism/Anti-Hate Annual Report

January 2025 – December 2025

Presented to: The Board of Governors, Loyalist College

Presented by: Leah-Anne Brown, Vice President,
Human Resources, Equity, Diversity and Inclusion

Date: Jan. 8, 2026

ANTI-RACISM/ANTI-HATE COMMITMENT

Loyalist College remains steadfast in its commitment to fostering a safe, inclusive, and respectful environment for all members of its community. As part of our ongoing efforts to combat racism, hate, discrimination, and harassment, we continue to strengthen policies (including [ADMIN 125](#) and [ADMIN 127](#)), practices, and education that uphold human rights and advance equity across our campuses. While this work aligns with provincial legislation, including the *Strengthening Accountability and Student Supports Act, 2024* and its requirements for post-secondary institutions, it is driven first and foremost by Loyalist College's values.

We recognize the profound impact that systemic racism and hate can have on individuals and communities, and we are dedicated to creating a campus culture where everyone - regardless of race, ethnicity, religion, gender identity, sexual orientation, ability, or background - can thrive without fear of harm or exclusion.

Through proactive education and awareness initiatives, Loyalist College promotes anti-racist and anti-hate values, encourages respectful dialogue, and supports inclusive behaviours. This work is shaped by the lived experience and insights of students, employees and community partners. Our policies and support systems are regularly reviewed to ensure they are trauma-informed, survivor-centered, and aligned with best practices in equity and inclusion.

Disclosures and reports of discrimination, harassment, or sexual violence are treated with the utmost seriousness. The college provides clear and accessible pathways for students and employees to come forward, ensuring that responses are equitable, transparent and timely. Our commitment is centered on supporting those affected, while fostering a culture rooted in consent, dignity, safety and belonging.

SUPPORTS

Loyalist College ensures access to a wide range of supports for students and employees who have experienced harassment or discrimination, regardless of whether it has been formally or informally reported. A broad array of internal and external services and resources is available to provide guidance, advocacy and/or emotional support, as outlined below.

Employee and Family Assistance Program	Offered by the college to all employees and their eligible dependent family members at no cost. It is a confidential and voluntary support service that offers several counselling sessions and crisis management services.
Accessing Police Services	Assistance and support are provided to employees and students choosing to file a report with the police, including transportation and advocacy upon request.
GuardMe Student Support	Provides 24/7 confidential support to students by text or phone. This service is especially valuable for survivors who wish to remain anonymous or who are coping with the effects of harassment and/or discrimination.
Office of Health and Equitable Learning	Provides confidential counselling, accessibility services, and on-campus health care to support students experiencing physical, academic, social or personal challenges, including those impacted by incidents of anti-hate, anti-racism or discrimination. In addition, the Health Centre, in partnership with a local physician expert, offers a monthly Gender Affirming Care Clinic for transgender and gender diverse students.

Referral to Victim Services	Connects students and employees with specialized, accessible supports, including assistance in navigating the justice system and preparing victim impact statements. Loyalist College works closely with a range of community organizations—such as the Sexual Assault Centre for Quinte and District—to ensure individuals receive timely and appropriate care based on their needs.
Safety Plans	Individualized strategies for students and employees to help them remain safe on and off campus are established as needed.
Safe App	A mobile app that provides safety tools, emergency contacts, and connections to on-campus and community supports.
Tsi Titewaya'taró:roks Indigenous Centre	Provides a safe, welcoming space where Indigenous staff and students can find support, cultural connection, and advocacy. If someone experiences racism or hate, the Centre offers guidance, resources, and a caring community to help them navigate challenges while affirming their identity and well-being.
Campus Security	Helps maintain a safe environment by responding promptly and compassionately to incidents involving racism, hate, or discrimination. Their role is to ensure the immediate safety of those affected, document the situation, and connect individuals with appropriate college or community support services.
Human Resources, Equity, Diversity and Inclusion Team	A team committed to fostering a safe, respectful, and supportive work environment ensures employees understand their rights and responsibilities and helps to uphold workplace integrity. In collaboration with Student Services, Campus Security, Academic departments, and Union partners, the Human Resources, Equity, Diversity and Inclusion team provides strategic guidance on complex employee conduct and campus safety matters. When appropriate, external services are engaged to support impartial and thorough mitigations or investigations.
Student Conduct and Accountability Specialist	A full-time position dedicated to fostering a safe and supportive campus environment, while ensuring students are informed of their rights and responsibilities. The Specialist works collaboratively with Human Resources, Campus Security, Academic departments, Residence, and Counselling.

AWARENESS

Educational initiatives are offered to all college community members (employees and students) to increase awareness of Equity, Diversity and Inclusion and strengthen our shared sense of belonging. These learning opportunities help build awareness, encourage dialogue and support inclusive practices across our campuses and within the broader community.

During the 2025 calendar year, the college delivered and collaborated on a variety of EDI-focused awareness and education initiatives, including the EDI Conversations Series with guest speakers, student-led projects, and a bi-monthly EDI Newsletter. A detailed breakdown of our awareness initiatives is outlined in the table that follows:

Month	Summary of Awareness Initiatives
January	<ul style="list-style-type: none"> EDI Conversation Series: Embracing Diversity in Well-being Practices with Diana Premnarine: The speaker shared insights on the intersection of cultural heritage and modern wellness practices. Attendees learned about the challenges of teaching yoga in Western contexts, the importance of honoring its origins, and practical techniques for mindfulness, including spatial and breath awareness and 2:1 breathing. The event emphasized resilience, cultural understanding, and tools for personal well-being.
February	<ul style="list-style-type: none"> EDI Conversation Series: Building Cultural Bridges Through Art with Wayne Gallimore (ZIM Sculptures): In recognition of Black History Month, this session featured a Jamaican Canadian art collector and advocate for cultural diversity. Attendees explored how art fosters inclusivity, challenges stereotypes, and celebrates cultural differences. Key learnings included the importance of supporting emerging artists, understanding diversity in the art world, and appreciating art's role in shaping identity and building community connections. Black Lives Matter: Student Perspective & Dialogue As part of Black History Month, this student-led session explored the historical roots and contemporary relevance of the Black Lives Matter movement. Attendees gained insights into systemic inequities affecting Black communities, engaged in meaningful dialogue on racial justice and allyship, and identified actionable steps to foster inclusion on campus. The event emphasized listening, learning, and collective action toward equity.
March	<ul style="list-style-type: none"> EDI Conversation Series: Innovating Beauty, Empowering Women: A fireside chat with Shamsa Hassan: In celebration of International Women's Day, this fireside chat with the founder and CEO of Afiya Beauty, explored the power of women's leadership and innovation in business. Attendees learned about building purpose-driven enterprises, overcoming challenges in entrepreneurship, and the importance of representation and inclusivity in the beauty industry. The discussion highlighted how Afiya Beauty creates safe products for darker complexions, addressing gaps in the market and centering underserved communities. The session emphasized how women entrepreneurs are reshaping industries through adaptability, collaboration, and mentorship.

Month	Summary of Awareness Initiatives
March/April	<ul style="list-style-type: none"> “Building connections through Music” created a platform for students to share stories about their cultures and experiences through music that represented them. This was a student-led radio program featuring diverse music which aired twice on 91X, reaching more people than just the College community.
May	<ul style="list-style-type: none"> Michael Jacques – Keynote Speaker at L.I.F.E Conference, an internal conference for employees to learn, connect and evolve together: Approximately 116 staff members attended a keynote presentation by Michael, who shared insights on fostering inclusion and belonging through empathy and understanding. His message encouraged staff to recognize the value of lived experience and the strengths that diversity brings to our community. A Service Fair was hosted for all students, enabling them to explore different services available to them on-campus and within the community. Community services present included Police Services, Public Health, Sexual Assault Centre and Three Oaks, who provide emergency services and shelter to women and their families.
May/July/ September/November	<ul style="list-style-type: none"> “The EDI Exchange” newsletter is sent to Loyalist College students and employees on a bi-monthly basis and serves as a resource for updates, learning, and inspiration in equity, diversity, and inclusion. The average open rate for the newsletters is 60%. We are working collaboratively with MarCom to address the health of our contact lists for students. <p>Each issue includes:</p> <ul style="list-style-type: none"> Bite-sized learning modules on topics such as inclusive language, microaggressions, cross-cultural competence, and elevating 2SLGBTQI+ allyship and inclusion. Days of significance that honour human rights, equity and inclusion. A list of EDI-related/cultural events happening at the College and in the Community to promote awareness, understanding and participation.
August	<ul style="list-style-type: none"> Residence early move-in is offered to certain equity deserving student groups (Indigenous students, students with disabilities) to aid in transition and accessing supports

Month	Summary of Awareness Initiatives
August (continued)	<ul style="list-style-type: none"> • Residence+ program is offered to students, including those with disabilities or those who may require additional support with transition to college/residence, such as navigating campus resources, consent education, etc. • A comprehensive review of Residence Community Standards was completed to ensure alignment with updated Harassment and Discrimination and Sexual Violence policies, and to strengthen clarity and consistency across residence expectations. • All Residence student staff and employees complete mandatory training modules to gain a deeper understanding of how to support equity deserving populations, including: <ul style="list-style-type: none"> ○ 4 Seasons of reconciliation ○ Sexual violence prevention & response ○ Working with students with ASD ○ AODA • Loyalist Life Ambassadors complete the following modules as part of their orientation and onboarding: <ul style="list-style-type: none"> ○ Indigenous Understanding ○ Sexual violence prevention & response ○ AODA • A comprehensive review and relaunch of the revised Student Code of Conduct ensured alignment with updated Harassment and Discrimination and Sexual Violence policies and strengthened clarity and consistency across student rights and responsibilities.
September	<ul style="list-style-type: none"> • A framework supporting the celebration of cultural holidays and important dates (for launch in January), was collaboratively developed with the on-campus food service provider. This includes events and social media posts to elevate inclusion and representation. • Loyalist training modules were integrated with the on-campus food service provider's standard staff training (ex., Harassment and Discrimination policy, supporting indigenous students) to ensure that food service employees aligned with and upheld Loyalist's values when interacting with students and employees.

Month	Summary of Awareness Initiatives
October	<ul style="list-style-type: none"> Take Back the Night is an annual event for students and employees alike to heighten awareness and education regarding gender-based violence.
November	<ul style="list-style-type: none"> EDI Conversation Series: Beyond Awareness – Trans Experiences and the Power of Allyship: This fireside chat featured a trans married couple and a parent of a transgender person, sharing candid stories of resilience, belonging, and the realities of microaggressions, harassment, and violence faced by trans communities. Attendees learned how understanding lived experiences builds empathy, why breaking assumptions matters, and practical ways to stand up as allies. The session emphasized creating inclusive spaces where respect and openness foster safety and belonging.
December	<ul style="list-style-type: none"> A white ribbon ceremony is held annually to mark the anniversary of the Montreal Massacre at Ecole Polytechnique in Montreal, where 14 women were murdered and many others were injured. The ceremony serves as a powerful platform for awareness and education on gender-based violence.
Ongoing	<ul style="list-style-type: none"> Student Affairs staff are supported in taking part in Ontario Association of College and University Housing Officers affinity groups, including BIPOC, LGBTQIA+, Persons with Disabilities, and Neurodivergence communities.

WORKSHOPS/TRAINING

Loyalist College provides employees and students with a range of workshops and training opportunities designed to build awareness, strengthen prevention efforts and enhance the skills needed to respond respectfully and effectively to acts of hate, racism and discrimination. These learning opportunities include policy education, student-led sessions, employee workshops utilizing internal expertise and specialized training opportunities provided by external subject-matter experts.

- **Mental Health First Aid Training:** In February 2025, 25 employees from across the college completed a two-day Mental Health First Aid certification course, facilitated by Opening Minds – Mental Health Commission of Canada. This nationally recognized training builds capacity to identify signs of mental health challenges and substance use concerns, provide initial support, and connect individuals to appropriate professional resources. By enhancing awareness and reducing stigma, the program strengthens our commitment to a safe, supportive, and inclusive campus environment.
- **“What’s In a Name?” Workshops:** Peer-led seminars were offered to the student body in March 2025 to provide insights about the importance of a name (given or chosen) and its correct pronunciation and the harmful impacts that are often felt by individuals whose names are not approached with respect and sensitivity. In an inviting, respectful and

casual setting, students were invited to share their name stories and create bookmarks that represent how their names connect to their identity as they engage with the learning content. These sessions were offered as a drop-in, 20-minute session with four time options throughout the day. The sessions were intentionally kept small (max. 7 participants/session) to encourage dialogue and maintain a sense of comfort and safety. Each session welcomed an average of 3 participants.

- **Workplace Investigations Training with CEC & Hicks Morley:** Three administrative employees attended a full-day Workplace Investigation Fundamentals seminar in March 2025, which focused on best practices for conducting fair, effective, and legally sound workplace investigations. The session provided practical guidance on interviewing witnesses, assessing evidence, maintaining impartiality, and producing thorough investigation reports that can withstand external scrutiny.
- **Positive Space Training:** Facilitated by Cassie Richardson, a counsellor at Loyalist College, this workshop provided participants with education on 2SLGBTQIA+ identities, language, pronouns, and issues, as well as steps to create inclusive and supportive environments. This training was delivered to employees in May 2025 (11 participants) and November 2025 (9 participants). Tailored versions of the program were also facilitated by request to several academic program student cohorts, such as Nursing and Occupational Therapist Assistant & Physiotherapist Assistant.
- **Ambassadors of Inclusion:** Facilitated by Community Living Prince Edward (CLPE), this interactive workshop equipped Loyalist College staff with tools and strategies to help create inclusive workplaces and learning environments where everyone feels valued and supported. The session encouraged participants to think beyond traditional approaches and explore new ways to ensure that individuals with disabilities are meaningfully included as engaged members of the college community. This workshop was delivered to employees in May 2025 (10 participants).
- **BRAVER Conversations – Anti-Racism Workshop:** Three HR/EDI leaders participated in a half-day workshop in June 2025 led by Alice Te, CEO and co-founder of Intersectional Inquiry Educational Consulting, Inc. Hosted by the Quinte Local Immigration Partnership (QLIP) and sponsored by the City of Belleville, the session examined how systemic racism was seeded and continues to operate within Canadian institutions. Participants explored racism and anti-racism through an anti-oppressive lens, discussed real-world examples across public sectors, and considered strategies for moving from awareness to meaningful organizational impact.
- **CEC Workplace Harassment Training for Supervisors:** Fifteen leaders/managers participated in a one-hour webinar in June 2025, which focused on distinguishing between reasonable management practices and supervisory harassment. The session equipped participants with best practices for effective performance management and strategies to prevent and address behaviours that could lead to complaints.
- **Safe Sport Training:** Five new coaches and 80 athletes completed Safe Sport prior to the kick-off of the 2025-26 varsity season. This training is developed by the Coaching Association of Canada (CAC) and equips our college athletic community with the knowledge and tools to recognize, prevent, and address maltreatment in sport, creating a safe and inclusive environment for all participants. The training ensures coaches understand their responsibility to foster a safe, respectful, and inclusive environment, while equipping them to appropriately handle and respond to incidents of maltreatment. Further, it empowers athletes by reinforcing their rights, building awareness of abuse and harassment, and providing the knowledge and confidence to report concerns and contribute to a positive team culture.

The program aligns with the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) and is part of the national Abuse-Free Sport initiative.

- **Respect in Sport:** offered by the Counselling team to all varsity athletes to provide information and facilitate inclusion for transgender athletes.
- **Unconscious Bias Workshop:** This workshop was delivered in November 2025 to Student Leadership (10 participants) to explore the visible and invisible aspects of identity, understand how unconscious biases influence assumptions and interactions, and develop the self-awareness needed to lead inclusively. Through reflection and discussion, participants examined their own experiences, considered the unseen challenges others may face, and explored strategies to lead with empathy, inclusivity, and equity. An offering of this workshop was also presented in a Town Hall to an Academic School in August 2025.
- **Empathy Workshops:** Offered to the student body on World Kindness Day (Nov. 13) to provide students with an interactive, reflective experience exploring the contrast between external perceptions and internal realities, focusing on invisible identities, biases, and personal struggles. The goal was to enhance empathy, reduce stigma, and foster inclusive campus communities where vulnerability and authenticity are actively valued. The workshops were offered as a drop-in, 20-minute session with four time options throughout the day. Students engaged in a short learning module, followed by a mask-making activity to depict what about them is outwardly seen/assumed, versus what they carry “behind the mask.” The sessions were intentionally kept small (maximum of 10 participants/session) to encourage dialogue and maintain a sense of comfort and safety. In total, 12 students participated in the workshop throughout the day.
- **Microaggressions Workshop:** This workshop explored how unconscious bias, privilege, and microaggressions intersect in everyday leadership and workplace interactions. Participants gained practical tools to recognize harm, respond with empathy, and foster more inclusive environments. The session was delivered in December 2025 to 13 participants and is planned to be offered again in February 2026 as a Lunch & Learn opportunity.

REPORTED INCIDENTS

Since the implementation of Loyalist College’s **Harassment and Discrimination Policy** in February 2025, the College has established a formal framework for addressing incidents related to harassment, discrimination, anti-racism, and anti-hate. The policy reinforces Loyalist’s commitment to maintaining a safe, inclusive and equitable environment for all members of the college community.

Reporting processes have been centralized under this policy to ensure consistency, accountability and clear pathways for support and response. As this is the inaugural reporting cycle, meaningful trends cannot yet be established. However, the data collected will serve as a baseline that will guide future analysis and inform ongoing prevention and education efforts. Ongoing monitoring will be essential to assess the policy’s effectiveness and identify opportunities for improvement.

Overall Incident Reporting for Employees (Feb. – Nov. 2025):

Complaint Type and Subcategory Where Applicable	Formal Resolution	Informal Resolution	Substantiated Complaint	Unsubstantiated Complaint	Remedial Action Taken
Harassment (Workplace)	3	0	0	0	0
Discrimination – Race/Colour	2	0	1	1	1*
Discrimination- Religious Freedom/Creed	1	0	0	1	0

*NOTE: Given the low number of cases requiring remedial action, specific details have been withheld to protect individual privacy in accordance with *Access to Information and Protection of Privacy*.

Overall Incident Reporting for Students (Feb. – Nov. 2025):

Complaint Type and Subcategory Where Applicable	Formal Resolution	Informal Resolution	Substantiated Complaint	Unsubstantiated Complaint	Remedial Action Taken
Harassment (in class, campus activities or residence)	9	1	9	1	10
Discrimination	0	0	0	0	0

Remedial Actions for Student Incidents (Feb. – Nov. 2025):

Types of Remedial Actions Taken	Number of Cases*
Expulsion	1
Written Warning	3
Reflection Assignments	3
Residence Relocation	1
No Contact Orders	3
Non-Academic Restrictions	1
Check-in meetings with Student Conduct and Accountability Specialist	1
Accountability Agreement	1

* NOTE: In some instances, more than one remedial action was assigned per case.

Interpretation of Reported Incidents

While the numbers above offer only an early snapshot, they provide helpful insight into how the policy is being used and where additional support or awareness efforts may be beneficial. It is especially important to recognize that reporting activity will naturally evolve as understanding and confidence grow.

As employees and students become more familiar with the policy, engage in ongoing education, and build trust in the reporting pathways, we anticipate an increase in the number of incidents brought forward. A rise in reporting levels typically indicate strengthened awareness and trust, not an escalation in harmful behaviour.

Incident information will help the College better understand employee and student experiences and better target outreach and communication to support a safe and inclusive community. While the College recognizes that it cannot undo the impact of harmful experiences, it remains committed to fostering an environment where every person feels heard, supported, and able to come forward with confidence.

Appendix A: Harassment and/or Discrimination Definitions

Ableism: A belief system, analogous to racism, sexism or ageism, that sees persons with disabilities as being less worthy of respect and consideration, less able to contribute and participate, or of less inherent value than others.

Anti-Black Racism: Anti-Black racism is prejudice, attitudes, beliefs, stereotyping, and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement.

Anti-Indigenous Racism: The ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples, rooted in colonialism.

Antisemitism: Antisemitism is latent or overt hostility, or hatred directed towards, or discrimination against, individual Jewish people or the Jewish people for reasons connected to their religion, ethnicity, and their cultural, historical, intellectual, and religious heritage.

Colonialism: Colonialism is the historical practice of European expansion into territories already inhabited by Indigenous peoples for the purposes of acquiring new lands and resources. This expansion is rooted in the violent suppression of Indigenous peoples' governance, legal, social and cultural structures.

Competing rights: Competing human rights involves situations that lead parties to a dispute claim that the enjoyment of an individual or group's human rights and freedoms, as protected by law, would interfere with another's rights and freedoms.

Disability: Disability covers a broad range and degree of conditions, some visible and others not. A disability may be present from birth, caused by an accident or developed over time. It may include physical, mental and learning disabilities, mental disorders, hearing or vision disabilities, epilepsy, drug and alcohol dependencies, environmental sensitivities, as well as other conditions. Under the *Ontario Human Rights Code*, protection from discrimination or harassment includes past, present and perceived conditions involving disabilities.

Discrimination: Any form of unequal treatment, whether intentional or not, that is based on the prohibited grounds under the *Ontario Human Rights Code*. Discrimination includes not individually assessing the unique merits, capacities and circumstances of a person, but instead making stereotypical assumptions based on a person's presumed traits, and having the impact of excluding persons, denying benefits or imposing burdens.

Gender Expression: Gender expression is how a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender.

Gender Identity: Each person's internal and individual experience of gender. A person's gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation.

Harassment: Engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. It includes bullying, virtual harassment, or personal harassment that is known or ought reasonably to be known to be unwelcome and which could reasonably be regarded as intending to intimidate, offend, degrade, or humiliate an individual and results in a harmful work or learning environment.

Homophobia: Homophobia is often defined as the irrational aversion to, or fear or hatred of gay, lesbian, or bisexual people and communities, or to behaviours stereotyped as “homosexual.” It is commonly used to signify a hostile psychological state in the context of overt discrimination, harassment or violence against gay, lesbian, or bisexual people.

Intention to Discriminate/Hate Literature: Any notice, sign, symbol, emblem, or other representation that expresses or implies discrimination or an intention to discriminate (inciting hatred) against any identifiable group. The *Ontario Human Rights Code* specifically prohibits the expressed intent to discriminate or infringe rights, or intent to incite others to discriminate or infringe rights, under the *Code*.

Intersectionality: Intersectionality is the way in which people’s lives are shaped by their multiple and overlapping identities and social locations, which, together, can produce a unique and distinct experience for that individual or group, for example, creating additional barriers, opportunities, and/or power imbalances.

Islamophobia: Islamophobia includes racism, stereotypes, prejudice, fear, or acts of hostility directed towards individual Muslims or followers of Islam in general. In addition to individual acts of intolerance and racial profiling, Islamophobia can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic, and societal level.

Microaggression: Microaggressions are indirect, subtle, or unintentional actions or words that discriminate against a marginalized group. Microaggressions can be based on stereotypes and biases and can be difficult to identify.

Protected Grounds: The *Code* prohibits actions that discriminate against people based on a protected ground: age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status (including single status), gender identity, gender expression, receipt of public assistance (in housing only), record of offences (in employment only), sex (including pregnancy and breastfeeding), sexual orientation.

Racism: Racism refers to ideas or practices that establish, maintain or perpetuate the racial superiority or dominance of one group over another.

Sexism: Sexism is discrimination or prejudice based on sex or gender.

Workplace Harassment: Workplace harassment is defined in the *OHSA* as engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome and includes workplace sexual harassment.