



Annual Report on the Anti-Racism, Anti-Hate, Anti-Discrimination Policy and Procedure, Reporting and Prevention Strategies 2025

Background

Pursuant to subsection 20 (4) of the *Ministry of Training, Colleges, and Universities Act* (MTCU Act), St. Clair College is required to provide a report to the Board of Governors annually on the implementation of this initiative. This Annual Report must be publicly available and include the following information:

- The number and type of complaints reported by students, faculty or staff including a general description/categorization of the complaints (e.g., verbal, physical, property), including the number of complaints that do not proceed to a review.
- As applicable, the associated Code group (e.g., ethnicity, race, religion, sexual orientation) and the sub-category (e.g., anti-Black racism, anti-Indigenous racism, antisemitism, and Islamophobia).
- Outcomes of these incidents including response and resolution timelines (e.g., the number of months to resolve a complaint), findings of investigations, disciplinary measures taken and any involvement of law enforcement.

St. Clair College's Anti-Racism, Anti-Hate, Anti-Discrimination Policy (5.30) went into effect on January 31, 2025. This policy requires a review every five years under the MTCU Act. In addition, the College has designated a webpage to specifically communicate information regarding the policy, reporting information, and access to supports. In September 2025, an email communication went out to all students to advise of the webpage, including a link for direct access.

Since January, the College has been tracking the number of formal complaints submitted via the policy. The College's protocol requires formal complaints to go directly to the College Resolution Officer and/or to the Associate Vice President, Human Resources Office Administration and Facilities Services. The option to file anonymously is also available, as required under the MTCU Act. Once a formal complaint is received, the process outlined within the policy is followed, including retaining an external party (legal counsel) to conduct the investigation.

Formal Complaints and Outcomes

| | 2025 |
|---|------|
| Total Number of Formal Complaints Submitted via Policy 5.30 | 6 |
| Number of Anonymous Complaints (included in total) | 2 |
| Number of Complaints That Involved an External Investigator | 3 |

| | |
|--|---|
| Nature of Complaint (including anti-Indigenous, anti-Black, antisemitism, Islamophobia, transphobic, etc.) -May fall under multiple | |
| Racism (anti-Black) | 1 |
| Hate (anti-Black, Transphobia, Islamophobia, Gender) | 4 |
| Discrimination | 0 |
| *Other | 2 |
| Complainant | |
| Student | 4 |
| Faculty or Staff | 0 |
| Member of the Public | 0 |
| Anonymous | 2 |
| Nature of Complaint | |
| Verbal (comments or statements) | 4 |
| Physical | 0 |
| Property | 0 |
| Outcome | |
| Issued Penalty (Suspension and Behaviourial Contract) | 1 |
| Did Not Proceed to External Investigation | 1 |
| In Process (at time of report) | 2 |
| | |

*Two anonymous complaints were received via the policy; however, the nature of the complaints fell outside the scope of this policy. The College did address those complaints through alternative methods.

The average timeline from receiving a formal complaint to resolution has been approximately two months. At the time of this report, two formal complaints were still in process. To date, none of the formal complaints received involved law enforcement.

Equity, Diversity and Inclusion (EDI) Committee

The EDI Committee is a group of individuals compromised of Administrators, Faculty, Staff, and Students that seek to promote equity, foster diversity, and build inclusion within the College environment.

The mandate of this Committee includes:

- Celebrating differences through education and awareness.
- Catalyst for new initiatives that will support employees and students to develop an understanding of, and commitment to diversity and inclusion.
- Identifying ways to eliminate barriers in:
 - Employment policies, procedures and practices.
 - College programs and extracurricular activities.

- Recommending messaging related to special awareness days, months or events that happen within the global community, as well as develop and implement proactive programming on meaningful topics that will enhance our community's awareness of diversity and inclusion. Develop an annual calendar of events and observations.
- The development and implementation of a Diversity and Inclusion Strategy. The Committee will document, and track diversity and inclusion activities occurring in the organization and provide quarterly reports to the Senior Operating Group.
- Consider and recommend training surrounding diversity and inclusion for staff and promote the use of the diversity and inclusion lens for communications in daily work.
- Supporting St. Clair College's commitment to inclusion and diversity for employees and students.

2025 Initiatives

- Partnered with the Canadian Centre for Diversity and Inclusion (Diversio) in 2025.
- Professional Development Training offered through Diverse Solutions:
 - Participants gain foundational knowledge to understand and embrace diversity for personal and professional growth. The session includes practical strategies to create inclusive environments, fostering empathy, collaboration, and innovation, with actionable steps for sustainable impact.
- Distributed the Black History Month Commemoration Guide to all staff on February 1, 2025.
- Black History Month Flag Raising event held.
- Pink Shirt Day: February 26, 2025 — Encouraging empathy and compassion to combat bullying, promoting the theme "Let Kindness Grow" across our community.
- International Women's Day: March 8, 2025 — Celebrating women's achievements and resilience with the theme "Accelerate Action." Events included a message from the President and the EDI Committee, along with a flag raising ceremony.
- International Day for the Elimination of Racial Discrimination: March 21, 2025 – Flag raising and communications to promote awareness.
- Pow Wow: May 9–11, 2025 — Windsor's 4th Annual Alumni and Student Pow Wow presented by St. Clair College's Indigenous Student Services and the University of Windsor's Aboriginal Education Centre. A celebration of Indigenous culture through traditional music, dance, and community spirit.
- Pride Flags: Raised on June 1 and again for the first week of August 2025.
- National Day for Truth and Reconciliation / Orange Shirt Day: September 30, 2025.
- Lunch and Learns / Recorded Webinars through CCDI/Diversio:
 - *CCDI Webinar: Celebrating Black History Month Through Story - 2025*
 - *Culturally and Racially Marginalized Women in Leadership - 2025*
 - *CCDI Webinar: Breaking Barriers to Inclusion: Asian Heritage Month- 2025*
 - *A Path Forward: Anti-Racism in Action, From Individuals to Organizations- 2025*

Additional Training and Awareness

All new College employees are required to complete the following training modules:

- Integrated Accessibility Standards Regulation (IASR) and Training on the Ontario Human Rights Code (OHRC) 2025
- Call It Out: Racism, Racism Discrimination and Human Rights
- Unconscious Bias
- Diversity and Inclusion

Additionally, the College's Centre for Academic Excellence (CAE) provides training media for faculty regarding *Supporting First-Generation and Non-Traditional Students*.