



**I.D.E.A.
ANNUAL REPORT
2024-2025**

Continuing our Journey
of Inclusion, Diversity,
Equity, and Accessibility
at Algonquin College

Land Acknowledgement

Algonquin College campuses (Ottawa, Pembroke and Perth) are located on the traditional unceded, unsurrendered territory of the Anishinàbe Algonquin People. The Algonquin People have inhabited and cared for these lands since time immemorial. We take this time to show our gratitude and respect to them and to the land for all that it has provided us and will continue to provide us.

As a post-secondary institution, we acknowledge the harms done to Indigenous Peoples learning from the past; we commit to promote healing and resilience in moving forward in partnership with the Algonquin Nations, First Nations, Métis, and Inuit peoples in a spirit of reconciliation.

While we acknowledge that territorial acknowledgements are only one step in cultivating greater respect for and inclusion of Indigenous Peoples, these words will accompany actions invested in building a future and community better for all.

We commit to continue to explore and make meaningful contributions to the Truth and Reconciliation Commission of Canada's Calls to Action.

Miigwetch/Thank-You

OUR VISION & ACTION

A letter from the Vice President of Human Resources



KIN CHOI
Vice-President,
Human Resources

At Algonquin College, Inclusion, Diversity, Equity, and Accessibility (I.D.E.A.) remain at the heart of who we are and how we grow together. As we move through 2025-26, I want to recognize the incredible progress we have made as a community. By weaving belonging, inclusion, equity, and accessibility into the fabric of our workplace, we continue to create an environment where everyone can thrive.

With our ever-changing landscape, new opportunities will arise, and we will no doubt also continue to face harrowing challenges ahead. However, because of the strong foundation we have built together, we are well-positioned to navigate any challenges on the horizon. Our commitment to continuous learning, open dialogue, and meaningful action ensures that we can keep improving the employee experience and strengthening our workplace culture.

Creating an inclusive community requires all of us to be open to learning, listening, and growing. Conversations about inclusion, diversity, equity, and accessibility can sometimes be difficult, but they are essential. When we approach these discussions with empathy, respect, and a willingness to understand perspectives different from our own, we create a space where everyone feels valued. This past year, we have taken meaningful steps forward — engaging in deeper conversations, strengthening allyship, and working together to create a more inclusive environment for both employees and learners.

The pages ahead highlight how we are fulfilling the goals outlined 2023-2026 I.D.E.A. Blueprint. Through capacity building, continued dialogue, and thoughtful recruitment efforts, we are shaping Algonquin College into an even more welcoming and diverse place to work, learn, and grow.

Thank you for being part of this journey. Together, we have the power to create a workplace where everyone feels safe, respected, and truly belongs. I look forward to what we will accomplish as a community in the year ahead.



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INTRODUCTION



On March 2, 2023, the **2023-26 Inclusion, Diversity, Equity and Accessibility Blueprint** was released as a call to action for our People Leaders and employees. Our newly minted plan clears our path toward a culture of inclusion by narrowing in on three strategic areas of focus: **Capacity Building, Robust Conversations, and Workforce Recruitment**.

Before this plan was endorsed by the College's **Inclusion and Diversity Circle**, our efforts to build the strategy started with a thorough analysis of input from employees, leadership, unions, as well as the consultation of Equity, Diversity and Inclusion (EDI) subject matter experts, and the execution of industry and sector best practices (i.e. Global Diversity Equity and Inclusion Benchmarks). Once we completed an assessment of our current state, agreeing on what changes we have seen over time, and what culture we intend to foster forward, our draft came together and was circulated amongst stakeholders for further refinement. In March of 2023, the 2023-26 I.D.E.A. Blueprint was finalized and published.



By 2026, our goal is to see an Algonquin College where:

- Our workforce reflects the world around us. If there are still gaps, we are working diligently to close them.
- Our people are proud and confident in their individual identities and trusting enough to identify themselves.
- Any of our employees who see hurtful interactions in our work environment, as well as those who experience them, have the comfort and skills to take action and be an influence for positive change.
- Our people management processes are rapidly becoming best in class.
- Our work climate reflects our thirst for knowledge and skill-building. An active I.D.E.A. program of events, resources, and networks prompts us to challenge ourselves and learn together in safe spaces.

This Blueprint is only the design; it will take the actions and commitment of all of us to succeed with the building effort.

This annual report seeks to capture and communicate initiatives undertaken in the 2023-2024 reporting year which proved to further our community's progress toward improvements in inclusion, diversity, equity and accessibility (I.D.E.A.).

As in any good plan, finetuning and adjustments are made to remain in alignment to business needs and changes to the landscape. Notably, our model for creating an inclusive College has been strengthened, now including tactical clarity on the "how" behind our goals to achieve a true culture of inclusion: Capacity Building, Robust Conversations, and Workforce Recruitment.

This report meets our commitment to collecting, tracking, and reporting on equity data to assess progress and regularly evaluate the effectiveness of equity, diversity, and inclusion initiatives, as required under Policy **HR24 Inclusion & Diversity**. It does not document the many efforts and activities which fall outside the scope of Human Resources (specifically, it does not include those initiatives driven by Student Support Services, Truth and Reconciliation Initiatives group (TRI), Academic Areas, and Student's Association, among others).

We hope you will enjoy reading about the progress we have made on our journey this year, and if you have comments, questions, or feedback to share, we look forward to hearing from you. Please email diversity@algonquincollege.com to connect with a member of the AC Inclusion & Diversity Team.

CAPACITY BUILDING



This past year, we have maintained an excellent track record for engagement with the employee community, ensuring that opportunities to understand and develop oneself are clearly communicated and easily accessed. The diversity website receives consistent traffic year-round with over 10,000 users between March 31-2024-March 31 2025; the diversity and accessibility email inboxes continued to receive outreach emails from colleagues and managers in need of EDI related support; and the inclusion and diversity newsletter keeps our 100+ champions well informed of events, training opportunities and requests for input or feedback.

For 2024-2025 we held nine successful **Inclusion Infusions** learning events and workshops attended cumulatively by more than **250 employees**.

This series continues to build momentum engaging our communities and deepening their cultural competency, growth of allyship skills, and cultivating curiosity around the importance of inclusion. The following is a summary of the activities undertaken to motivate employees along their personal introspective journey, and how we are conveying the message that inclusion, diversity, equity, and accessibility benefits everyone.

The Inclusion & Diversity Website

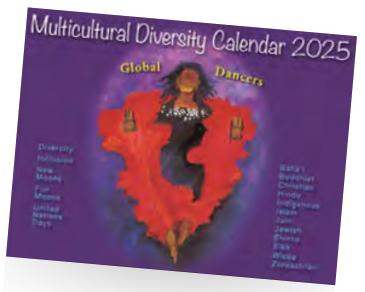
In our efforts to continuously build awareness of past and present Inclusion & Diversity initiatives, we have consistently directed our community to explore the resources on the **Inclusion and Diversity Website**. The Diversity website offers content that is updated regularly, is searchable, engaging, and available on demand. Here, College employees are easily able to engage with new concepts, learning and development opportunities, as well as skill building toward cultural competency and I.D.E.A. capacity building

The site is home to the Inclusion & Diversity Circle member biographies and terms of reference, well-used resources such as links to I.D.E.A. related policies, reports, and survey data, as well as the Inclusion & Diversity Blog, Diversity Mural Project details, the episode guide for the Inclusion Infusion Podcast, and instructions for downloading the Multicultural Calendar in Outlook.

- 2023-2024 saw traffic from 6,950 users, with 9,037 engaged sessions between March 31-2024-March 31 2025.

Multicultural Calendars

Disseminating both digital and physical copies of the multicultural calendars is a widely appreciated initiative, enabling our communities to set inclusive intentions for the year. **Multicultural calendars** are a valuable community building tool for anyone working, learning or collaborating in a diverse environment.



The calendars allow for easy access to mark multicultural days of significance, helping us all to keep aware of holidays, observances, and occasions of importance across a wide and diverse spectrum of identities, faiths, cultures and more. The distribution of physical calendars, communications around the availability of the digital calendar, and instructions for downloading the overlay were orchestrated prior to the new year. This allowed College employees to ensure their plans could be more inclusive throughout the entire year. The Multicultural Calendars are a simple way in which the I.D.E.A. team supports and guides incremental culture transformation by incorporating inclusion into planning, routines and process for College employees.

- 414 clicks to download the 2025 Multicultural Calendar
- 100 physical calendars distributed across three campuses

Inclusion Infusions

The Inclusion Infusions Event and Workshop series continues to attract and engage College employees in programming aimed at deepening their cultural competency, growth of allyship skills and the cultivation of curiosity around the importance to inclusion. Live stream events with expert speakers were offered throughout the year, aligning with cultural days of significance and observances, heritage months and important celebrations of diverse communities within our workforce.

Nine **live events and learning engagements** were held with a cumulative total of over **284 attendees**.

The following details the Inclusion Infusions events that took place in 2024-25:

- Asian Heritage Month
- IDPD Keynote
- IDPD Fireside Chat
- Black History Month Keynote
- Black History Month Workshop
- International Women's Day
- International Holocaust Remembrance Day
- Green Square Day (Commemorating the victims of Quebec City Mosque Attack; Learn about Islamaphobia)
- Black History Month Collab with the Critical Pedagogy Advisory Group (CPAG)



MAY 28, 2024

ASIAN HERITAGE MONTH EVENT WITH

DR. MARY REID

**Asian Heritage Month-Inclusion Infusions
keynote presentation with Dr. Mary Reid**

Dr. Mary Reid presented on The Bamboo Ceiling and Barriers to Leadership. In her discussion, our community learned about the Implications of bias for Promotion and Advancement Processes. The bamboo ceiling is a phenomenon where Asian employees face discriminatory barriers that limit career advancement in Western workplaces, thus preventing them from reaching higher leadership positions despite demonstrated qualifications and skills. These barriers are often due to stereotypes, biases, and/or negative cultural perceptions of Asian people. This session examined recent research that amplifies Asian Canadian educators' experiences in hiring, advancement, and promotion processes as they attempt to move up the ladder.

Participation and Response

- **29 Participants**
- **100 Net Promoter Score (NPS)**





DECEMBER 3, 2024

INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

Responsible and Inclusive Technology – Keynote Presentation with Derek Featherstone, VP of Product Accessibility at Salesforce

In recognition of International Day of Persons with Disabilities, the Inclusion, Diversity, Equity and Accessibility team and Student Support Services celebrated with the community on Dec. 3, 2024 hosting a keynote presentation with Derek Featherstone – VP, Product Accessibility and Inclusive Design at Salesforce, on the topic of Responsible and Inclusive Technology. Grounded in perspectives from 25 years in the digital accessibility field Derek shared perspectives on key themes from the industry that help us prepare for the emergent intersection of Innovation in accessibility and AI. Derek shared lessons from working with people with disabilities as they experiment with and experience AI in their day to day lives. Those lessons form a framework for moving forward responsibly and ethically to ensure future AI is inclusive to all.

Participation and Response

- 78 Participants
- 55 Net Promoter Score



DECEMBER 3, 2024

INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

Fireside Chat with Lyric Rivera

On December 3, 2024 - In complement to a keynote presentation, a workshop was delivered to the College's employee community focusing on the subject of neurodiversity and employment. Hosted by the IDEA team, the fireside chat with Lyric Rivera brought incredible insight to all participants. Lyric offered a unique perspective, drawn from their own experience as a neurodivergent employee in a work environment built for neurotypicals, will provide a fresh and insightful understanding of the importance of neurodiversity and why it is essential to all of us (in the workplace and beyond). This workshop was open to all but specifically designed for employees living with disabilities, including those who may or may not have personal experience with neurodivergence and anyone curious about neurodiversity.

Attendees came away from the session with the following learning objectives:

- Learn what neurodiversity is and why it matters to everyone (in the workplace and beyond)
- Gain practical strategies for effective communication and collaboration with people of all brain types
- Learn how to navigate challenges and biases about neurodivergent people
- Discover ways to cultivate self-advocacy and self-care

Participation and Response

- 29 Participants
- 71 Net Promoter Score



JANUARY 14, 2025

BLACK HISTORY/BLACK FUTURES MONTH CPAG Storytelling event with Activist, educator and community builder, Adrienne "Afua" Coddett

AC's Critical Pedagogy Advisory Group and the Algonquin College IDEA team teamed up with Learning and Teaching Services to host Adrienne Coddett inperson for some community building and storytelling. Adrienne "Afua" Coddett is the one of the longest serving Black teacher at the Ottawa-Carleton District School Board and founder of 3Dreads and Baldhead. Coddett's work is deeply connected to critical pedagogy through her focus on community engagement, social justice, and the empowerment of marginalized groups. As a long-time activist and educator, she has been involved in movements for Black liberation and has a rich history of organizing within the African, Caribbean, and Black communities in Ottawa. Coddett's approach aligns with the principles of critical pedagogy, which emphasize the importance of education as a tool for social change. She draws on the traditions of oral history and storytelling, inspired by her family's legacy of radical activism.

Participation and Response

- 19 Participants



FEBRUARY 6, 2025

BLACK HISTORY/BLACK FUTURES MONTH Self-Care as a Response to Racism: Navigating Racial Trauma and Representation in the Workplace

Self-Care as a Response to Racism: Navigating Racial Trauma and Representation in the Workplace was delivered February 6, 2025 by award winning psychotherapist, mental health consultant and speaker Natacha Pennycooke. Natacha presented an impactful and informative keynote presentation on the critical theme of self-care, particularly as it pertains to Black and racialized communities. This keynote session delved into the nuanced and often overlooked aspects of self-care, highlighting representation, rest, recovery and racial trauma.

Participation and Response

- 19 Participants
- 100 Net Promoter Score



FEBRUARY 6, 2025

BLACK HISTORY/BLACK FUTURES MONTH Navigating Racial Trauma and Representation in the Workplace Workshop – Healing Circle

In the afternoon of February 6, 2025, in compliment to the keynote presentation, Natacha Pennycooke hosted a healing circle with employees who identify as Black or belonging to a racialized community. The workshop was designed to offer a deeper exploration into the nuisance of self-care for racialized bodies. This workshop provided a dedicated space to foster wellness, reflection, rest and recovery from the impacts of racism encountered both in the workplace and beyond.

Healing Circle Highlights:

- Safe space for reflection:** specifically curated for Black employees, this healing circle offers a secure and supportive environment to reflect on the insights shared during the morning keynote session
- Sharing lived experiences:** participants will have the opportunity to openly discuss the macro impacts of microaggressions, racism, and discrimination. This session emphasizes the importance of shared experiences in the healing process
- Actionable steps towards self-care:** the workshop aims to equip attendees with practical tools and strategies to enhance self-care practices. By focusing on actionable steps, participants can integrate these practices into their personal and professional lives to promote long-term wellness and build resiliency

Participation and Response

- 7 Participants**
- 67 Net Promoter Score**



JANUARY 28, 2025

HOLOCAUST REMEMBRANCE DAY Antisemitism: Then & Now

On January 27, the College marked International Holocaust Remembrance Day with a learning session on Antisemitism with The Friend of Simon Wiesenthal Center. Antisemitism did not begin with the Holocaust, nor did it die with the defeat of Nazism in 1945. Antisemitism has been called one of the world's oldest forms of hatred, dating back more than 2,000 years in the archeological record to Greek and Roman sources. Tragically, this type of hate continues to thrive today in the 21st century, with many of the same myths and tropes continuing to be perpetuated. This 90-minute workshop will look at patterns of antisemitism evidenced from antiquity to present day, discussing how to identify this form of hate and suggesting ways in which to address it in our world today. The purpose of the program was to educate and build awareness about the topic of antisemitism from a historical to a contemporary context. Understanding historical forms of antisemitism places current incidents within a broader spectrum of understanding of the seriousness, longevity and impact of this form of hatred and intolerance. It also informs conversations about how naming and calling out antisemitism alongside building allyship can work towards countering this hate. All this work is about valuing diversity and inclusion and using one's power and privilege to contribute to diversity and inclusion.

Participation and Response

- 37 Participants**
- 85 Net Promoter Score**



JANUARY 29, 2025

NATIONAL DAY OF REMEMBRANCE – QUEBEC CITY MOSQUE ATTACKS – ACTION AGAINST ISLAMOPHOBIA

On January 29, 2025, the National Day of Remembrance of the Quebec City Mosque attack, Fosia Duale Virtue guided the college's employee community in better understanding around our work to take action against Islamophobia. This workshop explores how Islamophobia may be impacting our community and classrooms. Beginning with an overview of the term Islamophobia and an exploration of some common myths about Islam and Muslims, the workshop examines how Muslim students and colleagues are impacted by the negative public discourses about their faith. The workshop provides case studies, resources and recommendations for administrators and educators to support efforts to promote equity and inclusion and to ensure classrooms remain safe environments for all.

Participation and Response

- 15 Participants**
- 100 Net Promoter Score**



MARCH 7, 2025

CELEBRATING INTERNATIONAL WOMEN'S DAY

Courage; The LGBT Purge Strength, Struggle and Progress with Michelle Douglas

On International Women's Day, March 7, 2025, the College celebrated with a powerful presentation from Canadian leader and courageous woman, Michelle Douglas. Douglas talked about her time in the Canadian military and the "LGBT Purge"—a story of courage, activism and change! former officer in the Canadian Armed Forces from 1986 to 1989, Douglas was honourably discharged under the military's purge policy, an experience that ignited a lifelong commitment to social justice and human rights activism. This event highlighted the discriminatory policies that targeted LGBT service members and her part in the courageous fight to end them.

Through this discussion, we explored the perseverance of women impacted by the purge, the ongoing journey toward equality and the importance of recognizing and learning from this history. This event was an opportunity to reflect, honor those who fought for change and reaffirm our commitment to a more inclusive future.

Participation and Response

- **30 Participants**
- **100 Net Promoter Score**



Introduction To Inclusion & Diversity

In 2023, the Introduction to Inclusion and Diversity training course was updated and refreshed. New content included the addition of pointers for neurodiversity allyship, an update to gender identity terms with updates to inclusive language and expanded lessons on our College's roadmap were added in order to ensure this self-guided learning remains aligned to present-day issues facing our communities.

The Inclusion & Diversity at Algonquin College training course was originally published in September of, 2020, and since that time over total of **421** colleagues have earned a badge for completion of the course to date.

This year alone (April 2023 – February 25, 2024) **57 employees** completed this introductory course, where learners are exposed to the foundations of inclusion and diversity.

421 people have completed it since the beginning

57 people have completed in last budget year

Ethical Upstander Training Workshops

This year saw over **24 new employee learners** engaging in active allyship, learning the skills for Ethical Upstanding practice.

Four half-day workshop sessions were delivered to groups of employees who have done the work and earned a badge in the introductory Inclusion & Diversity course.

Ethical Upstander training is an advanced four-hour Inclusion and Diversity workshop that provides participants with the basic skills to become an active bystander. This training includes short videos, partner sharing, small group activities, templates for challenging discussions, scenarios, and activities for practise.

Since the introduction of this training, **294** employee learners cumulatively have received a digital badge as Ethical Upstanders. Quarterly workshops will continue to be offered throughout 2024-25.

294 people have completed it since the beginning

24 people have completed in last budget year

ROBUST CONVERSATIONS



A major focus of driving robust conversations this year was through the creation and launch of Affinity Group Conversation Circles. The conversation circles are a strategically aligned tactic toward equitable community building and robust conversation through the launch of identity-based employee networks.



Affinity Groups

Affinity Groups at the college were piloted in 2023 as part of the strategic focus on Robust Conversations articulated within the College's IDEA Blueprint. As part of the work to strengthen our culture of inclusion, we created space for employees who belong to equity deserving groups. These spaces were made for community building, establishing common ground, and inviting engagement in networking opportunities meant to foster a greater sense of belonging for individuals who identify as belonging to historically marginalized identity groups. In 2023-24 this program resulted in the launch of 6 affinity groups which included 2SLGBTQ+ Community, Indigenous Identities, Racialized Identities, Women, People with Disabilities & a Conversation Circle dedicated to skill building in allyship.

A continuation of the pilot program was adopted in September of 2024. An open call for Employee Affinity Group Co-leadership members was released. 5 affinity groups with participating members and leadership are now establishing themselves with regular gatherings and were formed alongside a parallel program specific to Indigenous employees at the College. These groups are the Women's collective, the Rainbow Connection (for the 2SLGBTQ+ community), Breaking Barriers (for Persons with Disabilities), AC ACTION Cross Racial Solidarity affinity group and the Allyship Alliance for employees interested in Allyship.

For 2024-2025 the program aimed to accomplish the following with the help of 10-12 Co-Leads across 5 Affinity Group Conversation Communities:

- Establish an initial group charter for each group using a supplied Affinity Group Charter template.
- Work with the I.D.E.A. team and all other Affinity Group Co-leads on organizing a Participant Drive in order to attract voluntary participant membership.
- Organize and host 3 community gatherings between launch and March 2025
- Organize and host an end of year knowledge share event that is open to and encouraging of participation from employees interested in Allyship and wider college community.



**AFFINITY GROUP
CONVERSATION COMMUNITIES**

Key Accomplishments

- 17 individuals applied for a Co-Leadership position across 5 affinity groups
 - 10 Co-Leads Selected:
 - Robbie Atchison & Sheila O'Brien
 - Marisa Spicer & David Corson
 - Emily Roberts & Nadzeya Rahavaya
 - Sue Cowin & Matt Jerabek
 - Sandra Wu & Gabriela Lopez

All Groups drafted their identity information, and an external facing website went live with affinity group information available for employees interested in signing up to participate. All groups have been appropriately named and are working on adoption of charter:

Affinity Group Formed

- AC Breaking Barriers | Persons with Disabilities Affinity Group
- AC Rainbow Connection (2SLGBTQ+ Affinity Group)
- AC Women's Collective (Women's Affinity Group)
- AC A.C.T.I.O.N | Cross Racial Solidarity Affinity Group
- AC Allyship Alliance (for employees interested in allyship)
- 5 Group Charters Drafted in collaboration with Co-Leads
- 5 Charters have been socialized with participating members

Gatherings & Membership

AC A.C.T.I.O.N. | Cross Racial Solidarity Affinity Group

- 3 gatherings and 21 participating members

Rainbow Connection | 2SLGTQ+ Community Affinity Group

- 3 gatherings and 21 participating members

Women's Collective

- 3 gatherings and 81 participating members

Allyship Alliance

- 1 gathering and 35 participating members

Breaking Barriers | Persons with Disabilities

- 1 gathering and 20 participating members



WORKFORCE RECRUITMENT

Equity, Diversity, and Inclusion Advisory Circle

Algonquin College's EDIAC (formerly the **Inclusion and Diversity Circle** or IDC) is a group of committed employees who advise and act as representatives for diverse lived experiences on behalf of the College. Members of the circle support the management of Inclusion and Diversity progress and champion initiatives to interrupt systems of exclusion as well as recommending approaches for removal of barriers for equity deserving groups of employees.

This year, the Inclusion and Diversity Circle was successfully transitioned into the Equity, Diversity, and Inclusion Advisory Committee (EDIAC), establishing it as a fully staffed and functional advisory body. This transformation strengthened governance and enhanced engagement across the institution. EDIAC convened over six meetings to facilitate meaningful discussions and provide strategic input. The committee contributed to key institutional initiatives, including policy consultations on combating racism and hate. Insights from EDIAC were also leveraged to inform the development of the *Navigating Workplace Accommodations* eLearning course. These efforts reflect a continued commitment to advancing equity, diversity, and inclusion at Algonquin College through strategic leadership and collaboration.

Intercultural Development Continuum

Intercultural Development Inventory (IDI) Group Assessment and Planning Sessions are a training and learning opportunity for teams of College employees who are interested in assessing and building upon their collective intercultural competence and skills.

Teams complete an individual assessment, and work through the results to develop an action plan for personal and inter-personal development. Managers may request this training for their intact teams on an ad hoc basis.

IDEA offered two sessions as part of our ongoing commitment to supporting intercultural competence development including delivery to leadership as part of the Algonquin College Leadership in Education Institute (ALEI) programming.



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Employee Demographic Census: Employment Equity

The Employment Equity Survey continues to be an impactful way to spark positive change and progress at Algonquin College. This data helps the College get a fuller, clearer and increasingly accurate picture of all identities represented within our College community. Measurement is the first step toward creating the equitable, diverse and inclusive work environment our leadership team envisioned when committing to the actions outlined in the 2022-2025 Strategic Plan.

In 2023, the Inclusion, Diversity, Equity and Accessibility (I.D.E.A.) program launched the College's first employment equity survey. Now 24 month of data collection has seen nearly 3,000 employees responded to the equity census, representing a 76% response rate.

The demographic snapshot (infographic) represents the observed changes in the demographic composition of Algonquin College's workforce from 2023 to 2024:

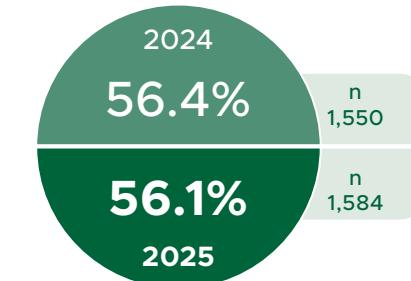
- **WOMEN:** There was a slight decrease in the representation of women, from **56.4%** in 2024 to **56.1%** in 2025
- **2SLGBTQ+:** There was a small decrease in the 2SLGBTQ+ composition, from **7%** in 2024 to **6.9%** in 2025
- **INDIGENOUS PEOPLE:** The representation of Indigenous people increased slightly from **2.3%** in 2024 to **2.4%** in 2025
- **RACIALIZED PEOPLE:** The representation of racialized people increased slightly from **23.5%** in 2024 to **23.8%** in 2025
- **PEOPLE WITH DISABILITIES:** There was a very slight decrease in the representation of people with disabilities, from **11.1%** in 2024 to **10.8%** in 2025
- **FRANCOPHONES:** There was a slight increase in the representation of francophones, from **6.4%** in 2024 to **7.1%** in 2025

The insights from the survey serve as a critical input towards building awareness and driving equity attraction and retention strategies at the College. As we continue to measure progress toward improving diverse representation in our College workforce, we can work to address and deepen our understanding of barriers experienced by marginalized groups of employees.

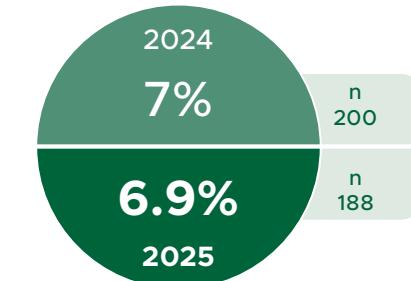
More information on the **2024 Workforce Diversity data can be found on the Inclusion and Diversity** webpage.

Algonquin College Workforce Diversity Summer Report on April 2025

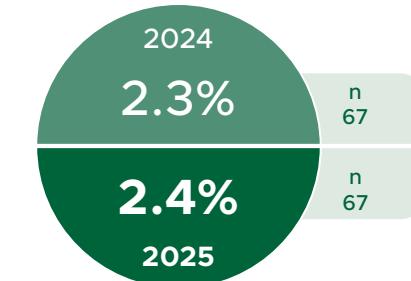
WOMEN



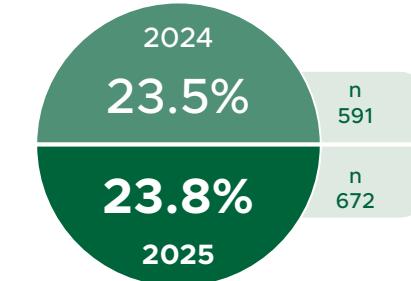
2SLGBTQ+



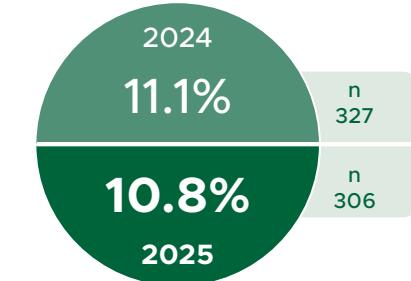
INDIGENOUS PEOPLE



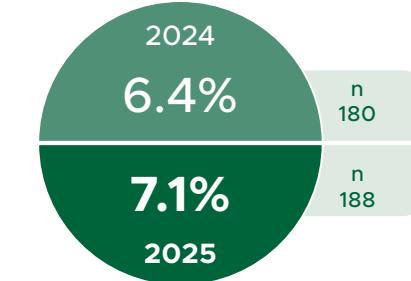
RACIALIZED PEOPLE



PEOPLE WITH DISABILITIES



FRANCOPHONES



ACCESSIBILITY STANDARDS



The Multi-Year Accessibility Plan

In accordance with the Integrated Accessibility Standards Regulation (IASR), the Accessibility Committee of Algonquin College presents the Algonquin College 2022-2026 Multi-Year Accessibility Plan.

The **2022-2026 Multi-Year Plan** focuses on three main themes: Accountability, Education and Training and Physical Accessibility Improvements. These themes directly correspond to the Algonquin College **Strategic Plan** and its foundational themes of a Learner-Driven and People-Centred Culture.

Further, this plan anticipates the emerging new accessibility standard for Post-Secondary Education and its proposed nine barrier types by aligning the plan components with the barriers that can be impacted by plan implementation. The plan spans over five years the specificity of the plan decreases as the plan moves forward. This allows for the addition of evolving issues and the inclusion of new requirements over time. The plan can be viewed as firm for Year 1, flexible for Years 2 and 3 (current), and fluid for Years 4 and 5. The overarching goal of the plan is to ensure the College remains barrier-free and continues to be a leader in the area of accessibility in the Ontario College sector. To read the plan visit the following link to open the **Multi-Year Accessibility Plan**.

Accessible Communications Standards & Training

In 2023, the launch of Accessible Communication training was added to the College's robust learning opportunities. The **Accessible Workplace Communications** training program was designed to support employees who produce and disseminate College-wide communications in ensuring greater levels of accessibility when producing content. The training has engaged all employees whose roles are focused on developing written communication and marketing collateral, encouraging them to upskill in applying accessibility to published documents and correspondence.

The 90-minute self-directed learning helps to address invisible barriers that exist throughout our workplace, promoting inclusion by working to remove obstacles that can create a less than ideal experience for some of our colleagues.

Participants in this course learn the practical skills for locating, identifying, and repairing potential accessibility barriers in workplace communications through videos, discussions, various authoring tool resources, as well as guided tutorials where participants can reflect upon the importance of ensuring accessibility and demonstrate the use of built-in accessibility tools.

4 new employee learners (including those in ITS & Workday Support positions) have completed the accessible workplace communications course and earned a certificate.

By the end of this course learners will be able to:

- Identify provincial legislation and College policies that relate to accessibility;
- Participate in the end-user experience that inaccessible documents create for people attempting to read them using assistive technologies.
- Discuss common accessibility barriers that are present in the workplace.
- Explain your role in ensuring that office communiques are accessible.
- Identify built-in accessibility tools in common office communique creation and editing software.
- Locate accessibility issues in a document using built-in accessibility tools; and
- Correct accessibility barriers in an inaccessible document.

Looking Ahead

In 2025–26, Algonquin College will deepen its commitment to Inclusion, Diversity, Equity, and Accessibility (IDEA) as a foundation for institutional excellence. The College will focus on advancing systemic change by embedding IDEA principles into every aspect of our operations—from recruitment and leadership to governance and community engagement.

This next phase of IDEA work will prioritize creating a more inclusive campus culture where all students and employees feel a strong sense of belonging. By aligning our efforts with best practices in equity and accessibility, the College aims to strengthen student success, attract and retain diverse talent, and ensure accountability through transparent, data-informed decision-making.

The College will continue its implementation of the [**2022-26 Multi-Year Accessibility Plan**](#) with a continued focus on training on universal design and investment in our physical environment with improvements and continued enhancements to our exterior spaces including ramps and sidewalks with the goal of removing barriers to paths of travel. Work will also continue on signage upgrades, height adjustments to life-safety devices, lighting and handrail improvements.

As we look ahead, IDEA initiatives will support equitable access to opportunities, foster inclusive leadership practices, and remove barriers to participation. These outcomes will contribute to a more innovative, resilient, and responsive institution — one that leads with integrity and reflects the diversity of the communities we serve.

Through continued investment and intentional strategy, the College is poised to move beyond compliance toward sustainable transformation — ensuring IDEA is not just a program, but a core driver of our shared future.



CONTACT

**Inclusion, Diversity, Equity & Accessibility
in the Algonquin College Work Environment**

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