

Anti-Racism and Anti-Hate Annual Report

Institution Name: St. Lawrence College

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Introduction

St. Lawrence College (SLC) is committed to creating and maintaining a learning environment, working place, and community that is inclusive, respectful, and free from systemic, institutional and individual discrimination.

The creation and implementation of SLC's [Anti-Racism and Anti-Hate Policy](#) was a collaborative effort to create a holistic policy with collective responsibility and accountability. The integration of the [Racism Reporting Tool](#) is a resource available to employees, students and community members to report incidents of racial discrimination.

Response to complaint submissions is led by the Belonging, Equity, Diversity and Inclusion (BEDI) team in collaboration with Student Rights and Responsibilities Office (SRRO), Employee Relations and Workplace Abilities (ERWA), Security, the Behavioural Intervention Team (BIT). A collective approach to centring care for those impacted by racism and hate helps to empower those who are harmed and prioritize reparation for harm.

Efforts throughout the year has been taken to inform and educate staff and students on the use of the Racism Reporting Tool.

This report summarizes the data gathered from the Racism Reporting Tool, SRRO, Security and BIT pertaining to racism and other hate motivated incidents. The data presented in this report will be from January 1, 2025 to August 31, 2025. In all future reports the reporting period will be September 1 to August 31 to capture incidents from an academic year.

Furthermore, this report highlights institutional initiatives including education, awareness, community engagement, and celebratory events for employees and students. Proactive initiatives strengthen awareness and opportunities for community members to voice their perspectives in the development of policy and tools.

Overall Statistics

Current reporting period is from January 1, 2025 to August 31, 2025. Reporting periods ongoing will be from September 1 to August 31 to capture incidents from the academic year. Using the academic year as reporting period will provide an accurate representation of incident response and review timelines.

- Complaint and Disclosure Statistics
- Hate Incident Classification Statistics
- Incident Outcomes Statistics

Complaint and Disclosure Statistics

The number of incidents of complaints and disclosures are captured by those who reported the information to the College. Complaints are defined by those who experienced the harm directly. Disclosures are reports that are submitted by an individual on behalf of the person harmed in an incident as a witness or receiving a disclosure. Incidents that proceeded to review were followed up by a college employee to offer support and guidance for procedures. Incidents that are not reviewed do not have identifiable information or was submitted specifically for data collection purposes. The complaint or disclosure is counted based on the date of submission or report to the college.

Number of Complaints/Disclosures By Group Type					
	Complaints	Disclosures	Proceeded to Review	Not Reviewed	Total # of Complaints/Disclosures
Student	5	1	6	0	6
Employee	3	2	5	0	5
Community Member	0	2	2	0	2
Anonymous	0	0	0	0	0
Total	8	5	13	0	13

The listed types of complaints or disclosures are broad categorizations of behaviours when the report is reviewed. An incident may be counted in multiple categories as they are not mutually exclusive of each other. The examples provided for each category is to help describe the type of behaviour. It may not represent the behaviour in the incident count.

Types of Complaints/Disclosures				
Category	Examples	Total Complaints	Proceeded to Review	Not Reviewed
Verbal Harassment	e.g., slurs, threats	2	2	0
Physical Harassment	e.g., assault, intimidation	0	0	0
Property Damage	e.g., vandalism, graffiti	1	1	0
Online/Virtual	e.g., cyberbullying	0	0	0
Microaggressions	e.g., subtle behaviours based on bias	4	4	0
Other		2	2	0

Location of where an incident occurred is shared in the report submission. The location is generalized to the campus locations for greater privacy. Incidents may have occurred on college campus or within local community (off-campus).

Incident Location of Complaints and Disclosures		
Kingston	Brockville	Cornwall
10	0	3

Human Rights Code Classification

The listed Primary Human Rights Code groups is not the comprehensive list of protected grounds under the Ontario Human Rights Commission of Ontario. There were no complaints reported in areas that are not listed and the listed categories are based on the incidents that were reported to the college. The sub-category listed reflects one or more of the complaints fall under the primary Human Rights Code Ground. Applicable subcategories may vary from year to year. The associated code group is counted based on the initial complaint that was reported to the College. The number of complaints listed for each category are not unique incidents. An incident may include multiple types of complaints.

Associated Code Group and Sub-Category				
Primary Human Rights Code Ground	Sub-Category (if applicable)	Number of Complaints	Proceeded to Review	Notes
Race	Anti-Black Racism Anti-Asian Hate	9	9	
Religion	Antisemitism	1	1	
Sexual Orientation	Homophobia	1	1	
Gender Identity	Transphobia	1	1	
Disability		2	2	
Other (specify)		0	0	

Incident Outcomes and Actions Taken

Incidents reviewed by the college follow procedure outlined in the Anti-Racism and Anti-Hate Policy. Various outcome types are determined by the progression of procedure specific to each incident. Variables may include severity of impact, institutional risk level, violation of employee or student code of conduct, and victim's decision to proceed in formal complaint procedures.

Incident Outcomes		
Outcome Type	Number of Incidents	Notes
Formal Investigation Completed with Finding of Responsibility	1	
Informal Resolution	2	Supplemental training
No Finding of Responsibility	10	No finding of discrimination based on related ground Respondent not affiliated with the college

Action taken for each incident will also vary based on procedural pathway of the incident and individual and institutional risk level of the incident. Each action taken assessed thoroughly and following procedural fairness and prioritizes safety for those harmed in the incident.

Incident Actions		
Action Taken	Number of Incidents	Notes
Disciplinary Action Taken based on Finding of Responsibility	1	Written warning
Interim Measures Applied	0	
Law Enforcement Involved	0	
Appeals Filed	0	

Following procedures outlined in the Anti-Racism and Anti-Hate Policy, each report submitted will receive a response within 2-5 business days with an identifiable reporter. The incident resolution timelines are based on date of submission of the report to final closure of the incident.

Incident Resolution Timelines		
Response, Reviewed, and Resolved	# of Incidents	Notes
< 2 weeks	8	
2 – 4 weeks	1	
4-8 weeks	2	
> 8 weeks	2	

Confidentiality and Anonymous Reporting

Anonymity Mechanism

Employees, students, and community members can submit an anonymous report using the Racism Report Tool or Behavioural Intervention Team report. Those submitting a report do not need to include personal identifiers to preserve their anonymity.

Anonymous reporting is prefaced by the college's limitation to respond to the contents of the report.

Privacy Measures

Confidentiality is a priority when receiving and responding to complaints of racism and hate. Reports are submitted to a secure software where access is limited to specific departments who need to review and respond to the incident. Access is granted to specific departments as they consist of small teams of 2 or 3 people. This limits the potential for error or missing an incident due to staffing changes or absences.

Data Handling

No personal or identifying information is included in this report.

Institutional Improvement and Initiatives

Training and Education

Investigating Race-Based Cases Training

In March 2025, a group of employees participated in training delivered by Rubin Thomlinson on Investigating Race-Based Cases. Staff members part of the BEDI, ERWA, SRRO and BIT were invited to attend the training as part of their roles interacting with race-based harassment and discrimination cases. The training helped to build a foundation of understanding racial trauma and differences between systemic and individual discrimination. The training provided resources and strategies for taking a trauma-informed approach to investigations and not harming victims in the process.

Racism Report Tool Training

In August 2025, BEDI launched the Racism Report Tool Training for employees and students. This is a 75-minute, virtual, synchronous training session where participants learn how to define various forms of racism, describe SLC's procedure for handling reports and effectively submit a report. At the end of the session, participants are given an opportunity to practice writing a fictional report and submitting it to the BEDI team for review. Participants may receive feedback for their practice report. Once completed, participants receive a LinkedIn badge of completion.

The Racism Report Tool Training will be delivered throughout the 2025-2026 academic year to staff and students. Training will be offered to staff and students in separate sessions to foster safer spaces with differences in power dynamics and deliver key differences in procedures based on role at the college.

CCDI Webinars

In addition to internal training, SLC is a member of Canadian Centre for Diversity and Inclusion. There are numerous webinars offered throughout the year and are advertised on SLC's internal events platform (URSLC). These webinars are offered to SLC employees.

Policy Updates

A new Anti-Racism and Anti-Hate Policy was effective as of January 31, 2025. The creation of a new policy states SLC's commitment to preventing and addressing systemic and individual discrimination.

A policy review is scheduled for 2026 with greater consultation from members of the racialized community and people who have interacted directly with the policy. Feedback

will be integral to making trauma-informed and people-centred changes. There will be opportunities for staff and students to provide feedback through surveys and focus groups.

Community Engagement

Reporting Tool Development Consultation

In the process of developing the Racism Reporting Tool, BEDI facilitated several focus groups for staff and students. Participants shared valuable insight and ideas in developing an effective tool for people to use. Many participants highlighted the importance of awareness and transparency for the process, when a report is submitted. Several participants also expressed the value of anonymous reporting with fear of retribution.

SLC Involvement in the Community

SLC is committed to being integrated into the fabric of the community it serves. SLC is an active member community working groups actively fostering inclusion and combatting racism. In the city of Kingston, SLC is a member of the Kingston Anti-Racism Taskforce. This taskforce is led by community members with support from the city's mayor. It consists of large employers from across Kingston with the goal of developing collective strategies to increase awareness about racial discrimination and strategies to intervene when witnessing harm. A representative from SLC attends quarterly meetings, since its commencement in June 2023.

In the city of Cornwall, SLC is a member of the IDEA Coalition. The coalition is a collective of over 40 committed local organizations working together to advance Indigeneity, Diversity, Equity, Inclusion, Accessibility, and Anti-Oppression in communities in and around Cornwall. SLC is the co-lead of the Education Pillar, a sub-committee of members dedicated to sharing resources and training to members.

Proactive Measures

“Racism Grows with Silence” Campaign

In collaborative effort with the Kingston Anti-Racism Taskforce, the Racism Grows with Silence Campaign is an awareness campaign encourage Kingston community members to speak up, support and report. It encourages people to active bystanders by taking action to addressing racism when witnessing it. This campaign is displayed visibly on all three campuses in the digital display screens.

Celebratory Events and Initiatives

- Global Learning Opportunities Week – weeklong celebration of various cultures and perspectives. Activities included Human Books, Multi-cultural Fair, Taste of Cultures and International Movie Nights.
- Black History Month celebrations – monthlong celebration with various events across all three campuses. Events included a celebratory varsity basketball game with the invitation of local Black-owned businesses, anti-racism workshop and awareness campaigns.
- Emancipation Day celebrations – collaborate with local businesses in Kingston to celebrate the day with local vendors and artists.
- Cornwall Culture Fest – large community event in Cornwall to celebrate diverse cultures with food, business vendors, song and dance.