

Annual Report on Anti-racism and Anti-hate at Lakehead University

For the Reporting Period of
January 1 – April 30, 2025

Prepared by the Office of Human Rights and Equity
for the Board of Governors of Lakehead University

Presented to the Board of Governors on January 16, 2026

1. Overview

On September 9, 2024, the Minister of Training, Colleges and Universities issued a directive for all publicly-assisted colleges and universities in Ontario to develop an anti-racism and anti-hate strategy.

The Strengthening Accountability and Student Supports Act received Royal Assent on May 16, 2024. This legislation amended the Ministry of Training, Colleges and Universities Act with new requirements for Ontario's publicly-assisted colleges and universities to have policies that describe how each institution will address and combat racism and hate, including but not limited to anti-Indigenous racism, anti-Black racism, antisemitism and Islamophobia.

The University is required to submit an annual report as follows:

- (a) to the Board of Governors; and
- (b) to the Ministry of Training, Colleges and Universities by January 31st of each year.

2. Reporting Period

The standard reporting period is May 1 – April 30 of each year. As 2025 was the first year of the Regulation, the reporting period for this first year is January 1 – April 30, 2025. Subsequent annual reports will follow the standard reporting period.

3. Incidents by Number and Type

The following table represents the incidents of RACISM AND HATE AS DEFINED UNDER THE *Human Rights Policy and Procedures* broken down by number and type for the period January 1st, 2025–April 30th, 2025:

Type	Students	Faculty	Staff	Other	Total
Verbal	10	0	0	0	10
Physical	0	0	0	0	0
Property	0	0	0	0	0
Total	10	0	0	0	10

(a) Incidents by Group

The following table represents the incidents of RACISM AND HATE AS DEFINED UNDER THE *Human Rights Policy and Procedures* broken down by group for the period January 1 – April 30, 2025:

Group	Student	Faculty	Staff	Other	Total
Race/ethnicity					
Anti-Black racism	2	0	0	0	2
Anti-Indigenous racism	1	0	0	0	1
Other	4	0	0	0	4
Religion/creed					
Islamophobia	1	0	0	0	1
Antisemitism	0	0	0	0	0
Other	0	0	0	0	0
Sexual Orientation/Gender identity					
Homophobia	0	0	0	0	0
Transphobia	1	0	0	0	1
Other	1	0	0	0	1
Total	10	0	0	0	10

(b) Timelines

The following table represents the timelines for response and resolution to reported incidents of racism and hate for the period January 1 – April 30, 2025:

Average number of days to respond to an incident	3
Average number of days to resolve an incident	20

(c) Findings

The following table represents the findings for reported incidents of racism and hate for the period January 1 – April 30, 2025:

Finding of sufficient evidence of racism or hate	0
Finding of insufficient evidence of racism or hate	0
No finding (alternative resolution process)	10

NOTE: a finding of sufficient or insufficient evidence of racism and hate relates only to formal complaints processes where an investigation is conducted and findings of fact are made. When the Office of Human Rights and Equity receives a report of discrimination, the person making the report has the option to proceed to a formal or alternative resolution process. Under the alternative resolution process, no findings of fact are made. Rather, the Office of Human Rights and Equity works with the person reporting the incident to arrive at a resolution to the matter.

(d) Disciplinary measures

The following table represents the disciplinary measures taken, if any, for reported incidents of racism and hate for the period January 1 – April 30, 2025:

Disciplinary measures against students	0
Disciplinary measures against faculty or staff	0
No disciplinary measures (alternative resolution process)	10

(e) Involvement of Law Enforcement

The following table represents the number of reported incidents of racism or hate in which law enforcement (i.e. external police services) was involved for the period January 1 – April 30, 2025:

Law enforcement involvement	1
No law enforcement involvement	9

4. Accommodations

Under the *Human Rights Policy and Procedures*, any student, faculty member, or staff member is entitled to accommodations if they experience discrimination, regardless of whether a reported incident proceeds to an alternative or formal resolution process. The figures in this section include circumstances where students, faculty members, or staff members request accommodations based on protected grounds under the Ontario *Human Rights Code*, such as sex (i.e. pregnancy, breastfeeding\feeding), creed (i.e. religious practices), and family status (i.e. caregiving for a child\parent).

The following table represents the number of accommodations provided for students, faculty members, and staff members for the period January 1 – April 30, 2025:

Type	Students	Faculty	Staff	Other	Total
Race/ethnicity	1	0	0	0	1
Religion/creed	2	0	0	0	2
Sexual orientation/Gender identity	0	0	0	0	0
Sex	6	0	0	0	6
Family Status	2	7	0	0	9
Total	11	7	0	0	18

5. Education and Training

The Office of Human Rights and Equity provides education and training on issues such as anti-racism and anti-hate to students, faculty members, and staff members on the Thunder Bay and Orillia campuses.

The following table represents the number of education and training events provided for the period January 1 – April 30, 2025:

Orientation events	2
Education/training events	4