

2024-25

Annual Report



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Upon request, the Commission will make this publication available in accessible formats for individuals who are blind, partially-sighted, or have other disability-related needs.

Please note: In 2024-25, the budget for the Alberta Human Rights Commission is integrated into the budget for the Ministry of Justice. The financial statements for the ministry are included in the Justice 2024-2025 Annual Report, which is available on the ministry's website.

Introduction

The Alberta Human Rights Commission (the Commission) is an independent Commission established under the *Alberta Human Rights Act* (the Act). The Chief of the Commission and Tribunals is responsible for the Commission's overall operations. The Commission has a mandate to foster equality and reduce discrimination by serving the public interest, ensuring access to justice, and adjudicating human rights in Alberta.

Under section 19 of the Act, the Commission is required, each year, to submit a report of its activities. This annual report provides a summary for the period April 1, 2024 to March 31, 2025.

Our Mandate

To foster equality and reduce discrimination.

Our Vision

A vibrant and inclusive Alberta where the rich diversity of people is celebrated and respected, and where everyone has the opportunity to fully participate in society, free from discrimination.

Our Mission

To serve the public interest by ensuring access to justice, advancing equity and inclusion, and upholding human rights principles in Alberta.

The Alberta Human Rights Commission acknowledges that what we call Alberta is the traditional and ancestral territories and gathering place for diverse Indigenous Peoples. This includes 45 First Nations and 140 reserves who are subject to Treaties 4, 6, 7, 8, and 10, Métis settlements and lands, the five territories of the Métis Nation of Alberta, and the Inuit who have lived on and cared for these lands for generations. We are grateful for the traditional Knowledge Keepers and Elders who are still with us today and for those who have gone before us.

Message from the Chief of the Commission and Tribunals

I am honoured to serve as Chief of the Commission and Tribunals of the Alberta Human Rights Commission. Human rights matter deeply in this province—not only as a legal obligation, but as a shared commitment to dignity, fairness, and inclusion.

I officially began my term on July 21, 2025, after the close of this reporting period, and I want to acknowledge the strong leadership of the former Chief of the Commission and Tribunals, Kathryn Oviatt, K.C., and Acting Chief Evaristus Oshionebo. I also want to thank our staff, Members of the Commission, and community partners for the work they have done to uphold human rights across Alberta.

In the past year, the Office of the Director of the Commission managed a significant volume of inquiries and complaints, working to improve screening timelines while supporting resolution where possible. The Tribunal continued to advance access to justice by issuing clear, timely decisions and piloting new tools to manage complex hearings. Meanwhile, Communication, Education and Engagement delivered outreach and training to a wide range of stakeholders, helping employers, service providers, and the public understand their rights and responsibilities under the *Alberta Human Rights Act*.

As I begin this role, I do so with a clear mandate: to strengthen the Commission's systems, reduce unnecessary delays, and ensure that every person who interacts with our process is treated fairly, respectfully, and in a timely way. I am particularly committed to listening to communities, advancing public trust in the Commission, and building a culture that places accessibility and accountability at its core.

This report reflects the dedication and professionalism of our teams across all areas of the Commission. Together, we remain committed to serving the public interest and promoting dignity and equity across Alberta.



A stylized, handwritten signature in white ink, consisting of a large, looping 'Z' followed by a horizontal line that tapers off to the right.

Zabeda Yaqoob, K.C.

Managing and Resolving Human Rights Complaints

Supporting Albertans with human rights concerns

The Commission, through the Office of the Director of the Commission and the Complaints Management team, serves as the public's first point of contact for human rights concerns. The team helps Albertans understand their rights under the *Alberta Human Rights Act*, (the *Act*) responds to thousands of public inquiries, reviews complaints, supports early resolution, and decides whether complaints should be dismissed or referred to the Chief of the Commission and Tribunals for resolution by a human rights tribunal.

Managing complaints effectively and efficiently

The Commission's streamlined complaint process, introduced in 2022, continued to help Albertans in 2024-25. It was designed to improve how complaints are handled through clear timelines, better file flow, and more opportunities for conciliation (resolution with the help of a Human Rights Officer).

One of the most significant changes implemented in 2023-24 was the launch of a new online complaint form, which was viewed over 47,000 times between April 2024 and March 2025.

Also, as part of the streamlined process to support consistency and reduce delays, the team implemented a revised process to address the inventory of complaints. This helped staff triage, prioritize, and process files more efficiently, while ensuring all complaints are treated fairly and consistently.

In 2024-25, the average length of time a file spent at the Director's stage in the complaint process was reduced to 588 days from 844 days in 2020-21.

There were over

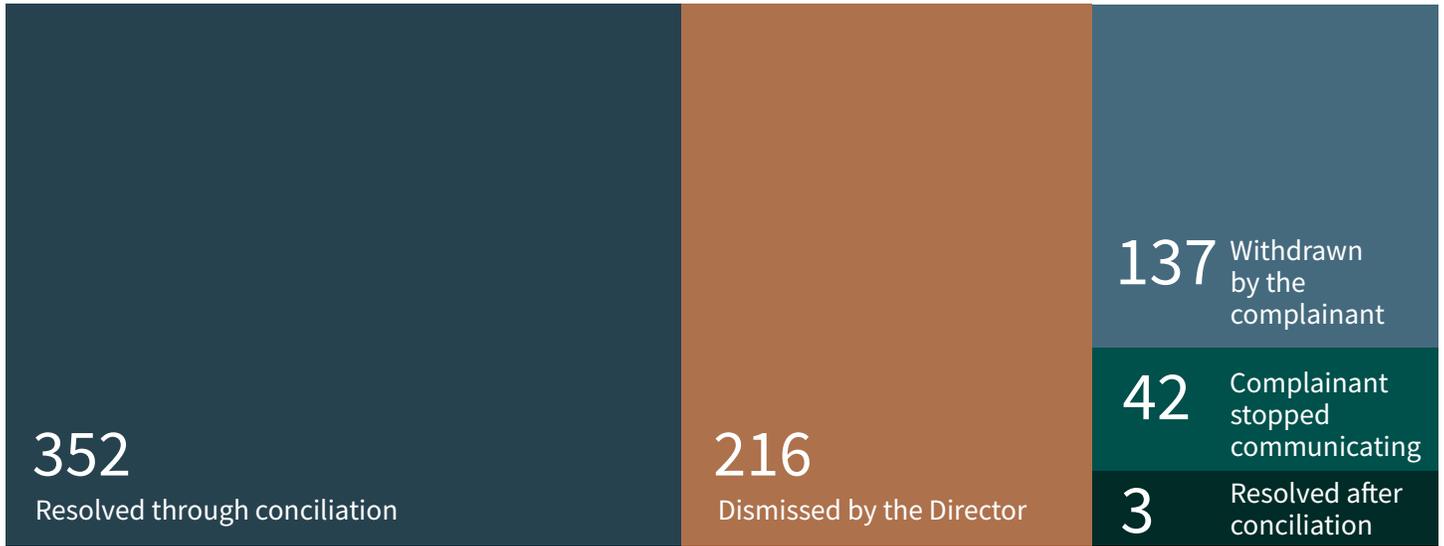
47,000

views of the online complaint form between April 2024 and March 2025.

How complaints were handled in 2024-25

In total, **750 complaints** were resolved, dismissed, or closed. An additional 76 complaints were referred to the Tribunal and remained open into 2025-26.

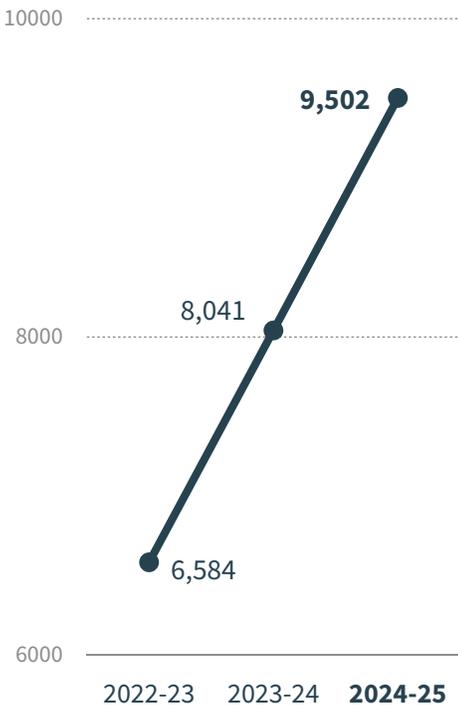
Disposition of 750 complaints at the Director’s stage



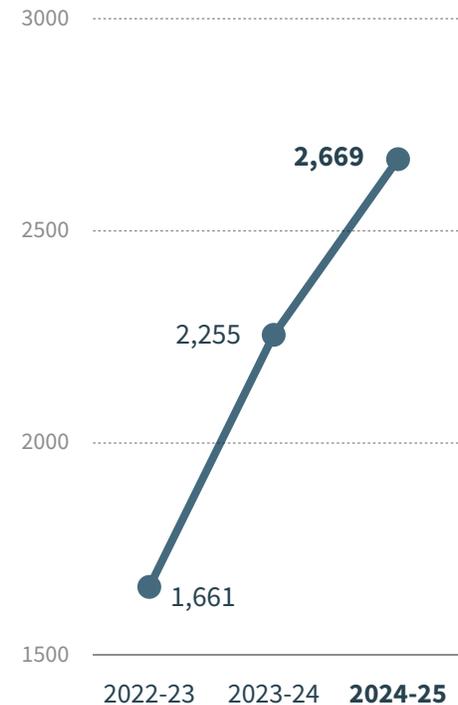
Public inquiries and accepted complaints over time

Public contact and workload continued to grow.

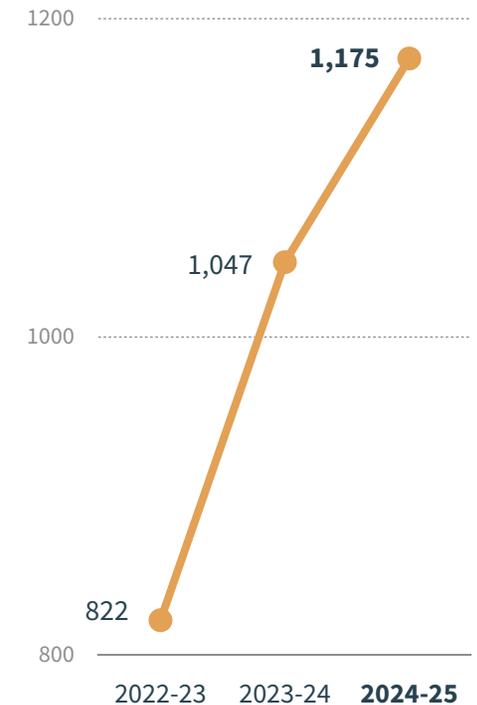
Inquiries received



Potential complaints received



Complaints accepted



What the numbers tell us

This year:

87%

of complaints **closed were resolved, concluded, or dismissed** at the Director's stage during this year—consistent with last year, despite a significant rise in incoming volume.

2,669

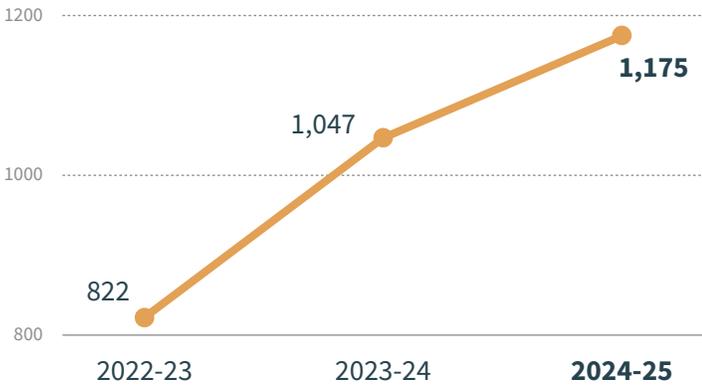
potential complaint forms were received, the **highest in 30 years.**

The time it took for a complaint to complete the Director's stage rose. This increase reflects a sharp rise in demand, with more Albertans submitting complaints to the Commission than ever before and a growing number of accepted complaints. Despite these pressures, the resolution rate held steady as the team continued to introduce process improvements to manage growing volume.



Timeline and complaint flow

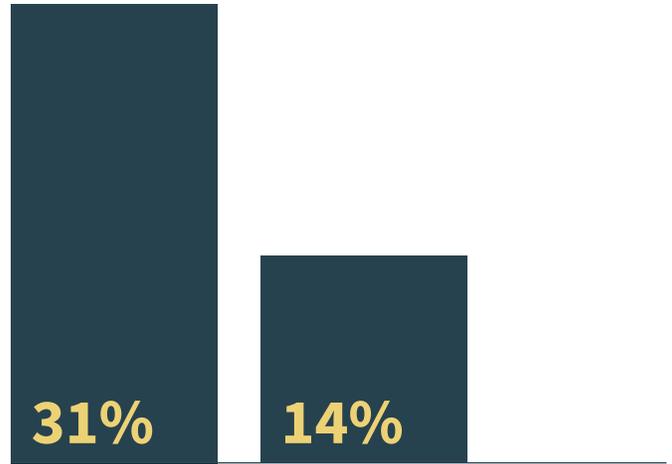
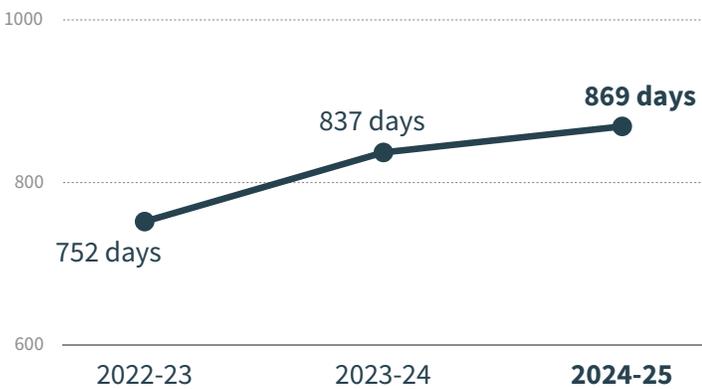
Number of complaints accepted



353

more accepted complaints in 2024-25 than 2022-23

Time for majority (80%) of complaints to complete the Director's stage



November 2024

March 2025

The percentage of new complaint forms waiting to be assigned to a Human Rights Officer dropped from a high of 31% in November 2024 to 14% in March 2025, reflecting increased efficiency in the last part of the fiscal year.



Resolving complaints through conciliation

Conciliation is a voluntary process that can help parties resolve complaints prior to a Director's decision. With the support of a Human Rights Officer, both sides are brought together to talk through the issues and reach an agreement they can both accept.

Conciliation continued to be a valuable tool for resolving human rights complaints in 2024-25. Complaints closed at the Director's stage through conciliation increased by 3% from 2023-24.

68%

of complaints that completed the conciliation process were resolved

47%

of all complaints closed at the Director's stage were resolved through conciliation

Human Rights Officers support the process by:

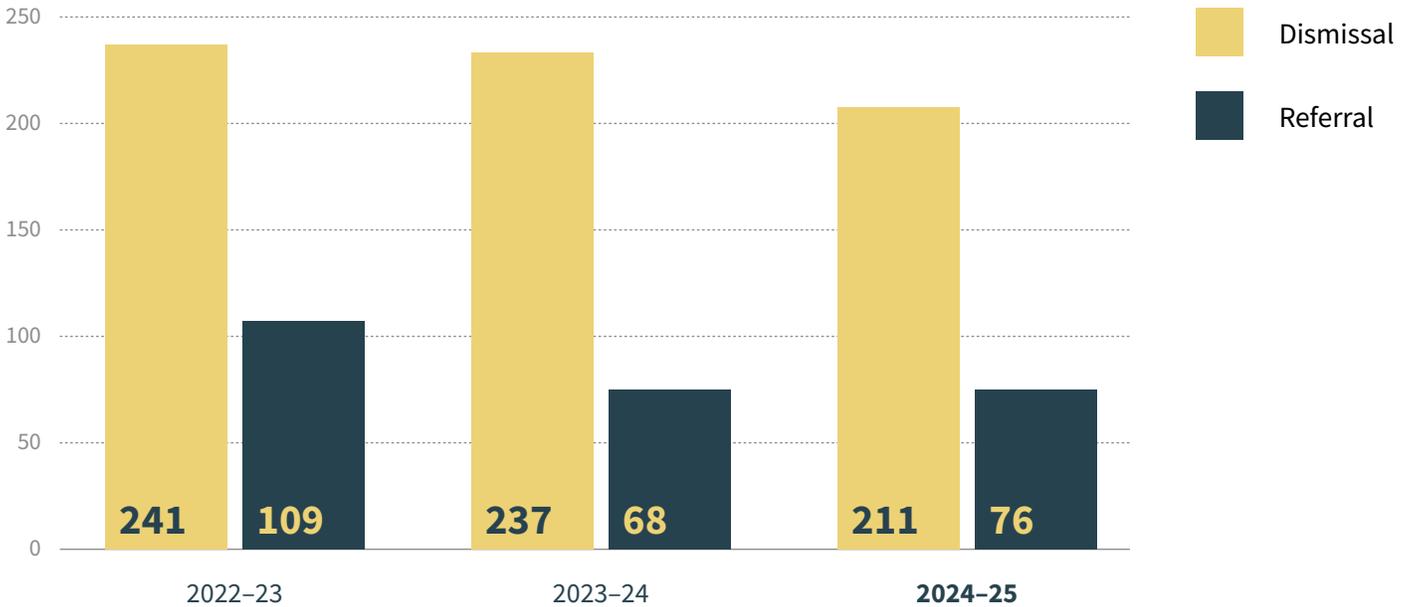
- ▶ Meeting with the parties
- ▶ Explaining relevant human rights laws and remedies
- ▶ Helping the parties find practical, fair solutions

Most complaints are resolved with support from a Human Rights Officer.

Year	Conciliations completed	Resolution rate
2022-23	685	62%
2023-24	425	70%
2024-25	518	68%

Supporting the Tribunal process

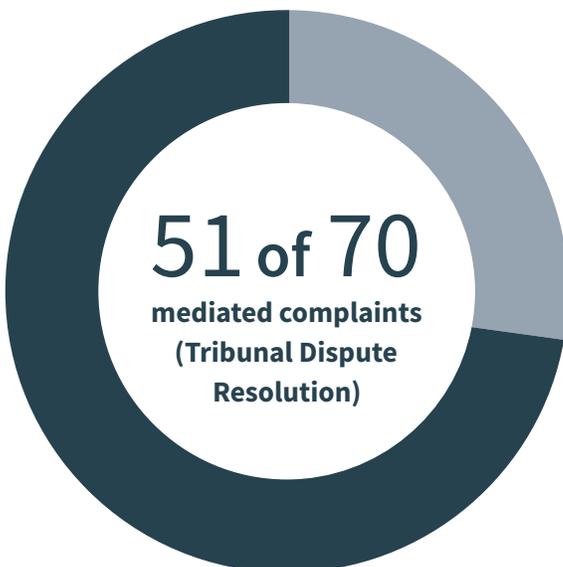
If complaints cannot be resolved at the Director's stage, the Director can either dismiss the complaint or refer it to the Tribunal.



What do these numbers mean?

- ▶ In 2024-25, the Director used their authority under section 21 of the *Act* to dismiss a complaint when the complaint was better dealt with in another forum or if the complainant refused to accept a reasonable settlement offer.
- ▶ This reduced the number of complaints being referred to the Tribunal.

In 2024-25, the Director participated in:



Looking ahead

This year showed that the team received and accepted more complaint forms than ever before, maintained performance despite delays, and remained committed to fairness, access, and timely resolution.

The Office of the Director of the Commission continues to modernize its approach to better serve Albertans by:

- ▶ Reducing backlogs through early resolution
- ▶ Continuing to use complaint trends to inform and strengthen our services.

At a glance: managing complaint inflows and closures

- ▶ **Record new complaints accepted:** More people are turning to the Commission, reflecting stronger awareness of human rights and greater confidence in the accessibility of the complaint process.
- ▶ **Closures under pressure:** Resolution timelines have slowed as cases become more complex, but this also demonstrates that Albertans are bringing forward important and challenging matters for consideration.
- ▶ **What we are doing:** The Commission is examining new processes and streamlined workflows to reduce timelines while ensuring fairness and quality decisions.

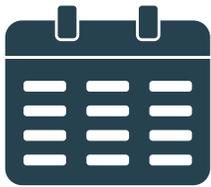


The Next Step in the Human Rights Process: The Tribunal

The Tribunal is an independent and impartial decision-making body within the Commission. It hears complaints that were not resolved at the Director's stage, including matters referred for a hearing and procedural applications. The Chief also reviews appeals of Director's dismissals.

The Tribunal helps resolve disputes through a mediation process or, when necessary, formal hearings.

Members of the Commission apply the legislation fairly and respectfully, ensuring all parties are heard.



475 days

80% of complaints were closed at the Tribunal stage within 475 days or less.

How Tribunal matters were handled in 2024-25

In practice, this equals approximately 16 months from the time the Tribunal received the complaint.

Requests for review

In 2024-25, the Chief of the Commission and Tribunals reviewed 89 dismissal decisions made by the Director. An additional eight complaints were settled or withdrawn before a decision was issued.

The Chief agreed with (upheld) 75 Director's dismissal decisions. The Chief disagreed with (overturned) 14 Director's dismissal decisions and referred them to the Tribunal for a hearing.



Disposition of Tribunal matters

In 2024-25, the Tribunal closed a total of **109** complaints:



This demonstrates that the Tribunal continues to use various methods to resolve complaints.

Tribunal activity over time

Over the past three fiscal years, the Tribunal has seen a decrease in the number of complaints received and an increase in the complexity of complaints.

Fiscal year	Matters resolved*	Time for majority (80%) of complaints to complete Tribunal process
2022-23	186	594 days
2023-24	211	468 days
2024-25	192	475 days

*This includes both request for review decisions and matters resolved by the Tribunal.

What the numbers tell us

Fewer complaints were resolved this year than last year, while timelines remained relatively the same. This reflects the growing complexity of files reaching the Tribunal, many of which involve detailed procedural and legal issues requiring more time to resolve. Complaints reach the Tribunal when the Director refers complaints or when Director's dismissal decisions are overturned.

In 2022-23

119

complaints reached Tribunal

In 2023-24

74

complaints reached Tribunal

In 2024-25

90

complaints reached Tribunal

Early resolution at the tribunal stage; helping people reach agreement without a hearing

Not all matters need to go to a full hearing. The Tribunal provides opportunities for early resolution by offering people the chance to settle their complaints sooner, with less stress. This can happen in two main ways:

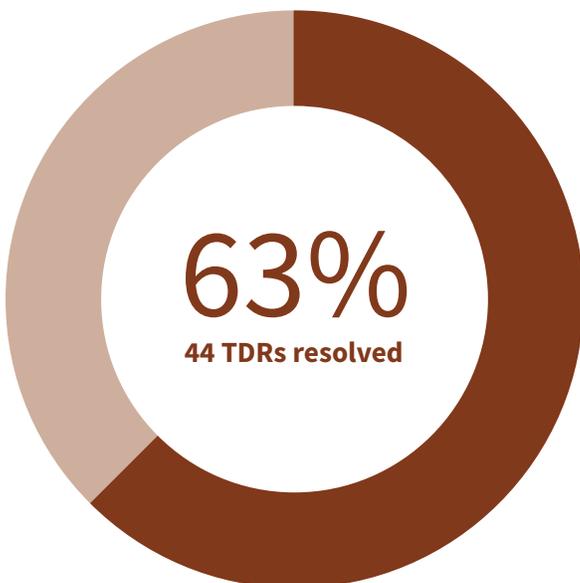
- ▶ Through Tribunal Dispute Resolution (TDR), a voluntary and confidential service held early in the Tribunal process. The parties meet with a Member of the Commission who mediates the TDR.
- ▶ Through direct agreements between the parties, without formal assistance from the Tribunal.

How the complaint was resolved	Number of complaints
Resolved through Tribunal Dispute Resolution	44
Resolved by agreement between the parties	34
Total resolved without a hearing	78

In 2024-25, **78 complaints** were resolved without a hearing.

These early resolutions show that people are willing and able to find solutions when they are supported to do so, saving time and cost.

The Tribunal held **70 TDRs**. Of those:



3.5 months

On average, TDRs are held within 3.5 months of the Tribunal receiving a complaint.

Hearings at the Tribunal

When early resolution is not possible or appropriate, complaints may proceed to a formal hearing.

Tribunal hearings provide an opportunity for both parties to present their case, including evidence and witness testimony, before an independent decision-maker.

Hearings held in 2024-25

Timeline to hearing	Number of hearings	Percentage of total
Within 1 year	6	29%
Within 1.5 years	7	33%
Over 2 years	8	38%
Total	21	100%

In all cases where the hearing was delayed more than two years, the delay was due to preliminary matters raised by the parties. These included adjournment requests or procedural motions. These factors are addressed in more detail in the Current trends in complaint resolution section on page 16.

Tribunal decisions

After a hearing is held, the Chair considers all the evidence and argument presented by the parties and makes their decision. The decision is provided to the parties in writing.

Hearing decisions in 2024-25

Hearing outcome	Number of complaints
No merit (no discrimination found)	24
Merit found (discrimination occurred)	4
Total resolved after a hearing	28*

*8 of these were from hearings held last fiscal year

Hearings carried over into 2025-26

Some hearings scheduled in 2024-25 could not be concluded within the fiscal year. These hearings have been scheduled to proceed in 2025-26.

The Tribunal remains committed to advancing all active cases in a timely and fair manner, while accommodating necessary procedural steps raised by the parties.

Breakdown of complaints still open at 2024-25 year end

Sixty-five complaints were still open at the end of the 2024-25 fiscal year:



*A complaint file is only closed once the parties advise the Tribunal that the settlement conditions are complete.

This chart shows the stage of each open complaint at year end. Most were actively moving forward, with hearings or mediations already scheduled.

Supporting self-represented parties: the Navigator Program

The Tribunal’s Navigator Program plays a key role in helping self-represented individuals participate meaningfully in the Tribunal process.

The Navigator assists with procedural questions, explains each step of the process, and provides templates and examples to help parties understand their rights and obligations. This support improves access to justice and helps ensure hearings are efficient, fair, and focused.

In 2024-25, there were significant numbers of self-represented parties, and the Navigator continued to offer timely, practical support. A total of **21 self-represented parties** received Navigator assistance at various stages of the Tribunal process. This included:

Tribunal Dispute Resolution



3 of 4

Tribunal Dispute
Resolution settled

Hearing Stage



1 of 5

Settled prior to
Hearing Stage

Section 26 review process



12

Section 26
review process

Commitment to access to justice

The Tribunal remains committed to ensuring its process is fair, timely, and accessible to all parties, including those without legal representation.

Key initiatives:

Navigator Program: Expanded support for self-represented parties

Practice Directions: Clear procedural guidance to support all parties

Case management: More proactive scheduling, early identification, and efficient evidence planning

Current trends in complaint resolution

As demand continues to rise, the Tribunal is managing increasingly complex and resource-intensive complaints. While Members of the Commission remained available and committed to hearing matters in a timely way, several external factors contributed to longer timelines:

- ▶ **Growing complexity of hearings:** Many matters now involve multiple legal issues, extensive documentation, and expert or multiple witnesses, requiring more preparation and hearing time.
- ▶ **Increased interim applications:** Applications made by parties during the hearing process—such as adjournment, procedure directions, or changes to the complaint—paused progress and extended timelines while the Tribunal considered and ruled on them.
- ▶ **Increased number of self-represented parties:** The growing proportion of individuals without legal representation required additional support from Tribunal staff and Members. This included clarifying procedures, timelines, legal standards, and addressing incomplete or unclear submissions.

- ▶ **Party-driven scheduling delays:** Delays in proceedings were primarily caused by the limited availability of the parties involved, not the Members. In many cases, the Tribunal was ready to proceed, but hearings had to be postponed because the complainant, respondent, witnesses, or their representatives were unavailable. These scheduling challenges extended overall timelines. Despite proactive efforts by the Tribunal to coordinate calendars and move matters forward, finding mutually available dates amongst all parties remained a persistent challenge.

Looking ahead

The Tribunal is implementing changes to meet growing demand:

- ▶ **Expanded Navigator role:** Exploring user-friendly resources and guides for self-represented individuals.
- ▶ **New feedback survey:** A survey will collect feedback from parties to improve the Tribunal experience and identify gaps.

Public Education, Outreach, and Engagement

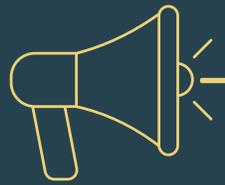
In 2024–25, the Commission expanded its efforts to inform Albertans about their rights and responsibilities under the *Alberta Human Rights Act* (the Act). Through partnerships, translated resources, events, and online tools, we reached tens of thousands of people and deepened our engagement with Indigenous communities, newcomers, and organizations across Alberta.

Education and engagement snapshot



208,447

website visitors



123,467

people reached via social media



20

speaking engagements



113

webinar attendees (66 organizations)



5

public workshops



3,597

newsletter subscribers



7,189

video views



332

social media posts



112,671

LinkedIn impressions

Increasing access to human rights information

In 2024–25, the Commission expanded access to key human rights information by translating resources into other languages, developing plain-language tools, and enhancing website content. These efforts aimed to reduce language and cultural barriers for Indigenous people, newcomers, and other groups.

Community and stakeholder engagement

The Commission deepened its engagement with Albertans through webinars, community events, social media, and direct outreach. Our focus was on connecting with diverse communities, improving public understanding of human rights, and expanding the reach of our educational resources.

The Commission continued to advance human rights dialogue in Alberta by issuing public statements, sharing timely information, and observing key dates that raise awareness of systemic discrimination and foster inclusion. These efforts reflect the Commission's leadership role in encouraging public education and collective reflection.



Addressing Indigenous human rights in Alberta

In 2024–25, the Commission prioritized its Indigenous Human Rights Strategy by embedding culturally relevant practices, advancing reconciliation, and reducing systemic barriers. Guided by the Indigenous Advisory Circle (IAC), the Commission worked across internal systems and public-facing processes to support Indigenous communities' full access to human rights protections in Alberta.

Key Actions

Action Area	Initiative or Outcome
Cultural practice integration	<ul style="list-style-type: none"> ▶ Eagle Feather Policy making a blessed eagle feather available across the province when the public is participating in a Commission process ▶ Providing education and support for Indigenous cultural and spiritual practices at the Tribunal ▶ Smudging enabled in offices with training and new smoke filtration equipment
Knowledge & capacity building	<ul style="list-style-type: none"> ▶ Staff training on Indigenous histories in human rights
Collaborative guidance	<ul style="list-style-type: none"> ▶ Continued work with Indigenous communities through representation on the Commission's IAC ▶ Promoted understanding of cultural practices at the Commission and Tribunal

“Reconciliation is an ongoing and crucial pursuit. All of us in Alberta have a role to play in addressing past and current wrongs and in creating a province where all human rights are upheld.”

— Kathryn Oviatt, Chief of the Commission and Tribunals,
National Day for Truth and Reconciliation 2024



Appendix A

Legislative Framework for the Alberta Human Rights Commission

The *Alberta Human Rights Act* (the *Act*) protects Albertans from discrimination. The purpose of the *Act* is to ensure that all Albertans are offered an equal opportunity to earn a living, find a place to live, and obtain services customarily available to the public without discrimination.

The *Act* establishes the Alberta Human Rights Commission as an independent commission of the Government of Alberta that is responsible for administering the *Act*. The Commission has a two-fold mandate: to foster equality and reduce discrimination. It fulfills this mandate through the resolution of human rights complaints, and through public education and engagement.

The *Act* protects Albertans from discrimination in the following areas: publications and notices; goods, services, accommodation or facilities; tenancy; employment practices; applications and advertisements regarding employment; and membership in trade unions, employers' organizations or occupational associations.

Within the areas listed above, it is a contravention of the *Act* to discriminate against any person on the basis of race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, ancestry, place of origin, marital status, source of income, family status, sexual orientation, and age.

In addition to protecting Albertans in the areas and grounds discussed above, the *Act* specifically protects Albertans in the area of equal pay. This provision requires that employees who perform the same or substantially similar work for an employer must be paid at the same rate, regardless of gender.

The *Act* also prohibits a person from retaliating against any person who has made a complaint, given evidence about a complaint, or assisted anyone else in making a complaint. In addition, the *Act* does not allow a person to make a frivolous or vexatious complaint with malicious intent.

The complaint process has two stages. First, the Director of the Commission receives, reviews, conciliates, and screens complaints. The Director decides under section 21 of the *Act* whether to refuse to accept a complaint, dismiss a complaint, or refer it to the Tribunal. Second, under sections 30 and 32, the Tribunal fully adjudicates complaints that the Director has referred to the Tribunal or complaints whose dismissals were successfully appealed.

The Chief of the Commission and Tribunals oversees the Commission as a whole and coordinates between three areas:

1. **Director of the Commission**
 - a. **Complaints Management** answers public inquiries and receives, reviews, and resolves complaints of discrimination through conciliation and Director's decisions (s. 21)
 - b. **Legal Counsel to the Director** advances complaints to the Tribunal in the public interest and may appear in court on judicial review (ss. 28 and 29)
2. The **Tribunal** hears appeals of Director's dismissals (s. 26), mediates human rights complaints through a Tribunal Dispute Resolution program, conducts tribunal hearings, and renders final and binding decisions (s. 32)
3. **Communication, Education and Engagement** prevents discrimination through developing public policy, engaging stakeholders, implementing programs and initiatives, raising awareness, and providing education on human rights (ss. 13, 14, 16, and 19)

Appendix B

Director's stage: key statistics, grounds of discrimination and areas cited in complaints opened, and disposition of complaints

Key Statistics 2024-25

- ▶ 9,502 Inquiries from the public
- ▶ 2,669 Potential complaints
- ▶ 1,175 Accepted complaints

Complaints by ground and independent areas* (2024-25)**

Protected Ground	Times cited	Percent of total
Physical disability	939	27%
Mental disability	815	23%
Gender	474	13%
Race/Colour	300	9%
Family status	229	7%
Ancestry/Origin	225	6%
Age	151	4%
Religious beliefs	93	3%
Sexual orientation	69	2%
Gender identity	58	2%
Gender expression	56	2%
Marital status	44	1%
Retaliation*	28	<1%
Source of income	27	<1%
Equal pay	7	<1%
Malicious intent	2	<1%
Total	3,517	100%

*Sections 6 and 10 of the Act allow for complaints that do not depend on the involvement of a protected ground. These sections are referred to as independent areas.

**Table provides information on the number of grounds and areas cited in the 1,175 new complaint files opened. Each complaint may cite more than one ground and area. Percentages have been rounded.

Director's activities

- ▶ 826 complaints resolved, referred or closed
- ▶ 211 Director's dismissal decisions
- ▶ 76 Director's referral decisions
- ▶ Director participated in 13 of 21 complaints before the Tribunal

Complaints cited by area of the Alberta Human Rights Act (2024-25)*

Section of Act	Percent of total
Employment practices (Section 7)	78%
Goods, services, accommodation, or facilities (Section 4)	16%
Tenancy (Section 5)	4%
Retaliation (Section 10.1)	1%
Applications and advertisements re: employment (Section 8)	<1%
Equal pay (Section 6)	<1%
Membership in trade union, etc. (Section 9)	<1%
Frivolous or vexatious complaints with malicious intent (Section 10.2)	<1%
Publications, notices (Section 3)	0%

*Table provides information on the number of grounds and areas cited in the 1,175 complaint files opened in 2024-25. Each complaint may cite more than one ground and area. Percentages have been rounded.

Disposition of complaints closed

750 complaints closed at the Director stage:

- ▶ 352 resolved through conciliation
- ▶ 3 resolved after conciliation
- ▶ 216 dismissed
- ▶ 179 abandoned or withdrawn

Appendix C

Tribunal stage: key statistics, grounds of discrimination and areas cited in files closed, disposition of complaints closed

Key Statistics

Total number of complaints referred to the Tribunal

- ▶ **76** Referrals from the Director of the Commission
- ▶ **14** Referrals from section 26 appeals
- ▶ **70** Tribunal Dispute Resolution (TDR) sessions held
- ▶ **21** Tribunal hearings held
- ▶ **109** Total closed

Grounds cited in complaints closed in 2024-25

Protected Ground	Times cited*	Percent of total
Physical disability	70	22%
Mental disability	59	19%
Gender	42	13%
Race/Colour	33	11%
Religious beliefs	30	10%
Ancestry/Place of origin	21	7%
Family status	20	6%
Age	14	4%
Marital status	8	3%
Gender Expression	5	2%
Gender Identity	4	1%
Source of Income	4	1%
Sexual orientation	2	<1%
Total	312	

*Some complaints cite more than one ground.

Disposition of complaints closed

117 complaints closed at the request for review and Tribunal stage:

- ▶ **8** settled or withdrawn before a request for review decision was issued
- ▶ **28** closed through a tribunal hearing
- ▶ **3** withdrawn
- ▶ **34** closed through private settlement
- ▶ **44** closed through tribunal dispute resolution

Areas cited in complaints closed in 2024-25

Section of Act	Times cited*	Percent of total
Employment practices (section 7)	139	67%
Goods, services, accommodation, or facilities (section 4)	49	24%
Tenancy (section 5)	9	4%
Retaliation (section 10(1))	4	2%
Applications, advertisements, and interview re: employment (section 8)	2	<1%
Equal pay (section 6)	2	<1%
Publications, notices (section 3)	2	<1%
Membership in a trade union, etc. (section 9)	1	<1%
Total	208	

*Some complaints cite more than one area.

Appendix D

Promoting Human Rights through partnerships

CEE worked in partnership with community groups, translated resources, offered educational webinars, and provided online tools reaching tens of thousands of people across Alberta.

- ▶ **208,447** website visitors
- ▶ **123,467** people reached via social media
- ▶ **113** webinar attendees (66 organizations)
- ▶ **5** public workshops
- ▶ **3,597** newsletter subscribers
- ▶ **7,189** video views
- ▶ **332** social media posts
- ▶ **112,671** LinkedIn impressions

The Commission strengthened its leadership and advocacy role in 2024–25 by engaging with organizations, governments, and community partners to advance equity, inform policy, and improve access to justice. Through collaboration, consultation, and research-sharing, we helped shape public policy and support human rights practices that are inclusive, responsive, and rooted in community knowledge.

Collaborating to combat hate, racism, and inequity

The Commission played a collaborative role in addressing systemic inequities across Alberta. Through advisory support to municipalities, ministries, and community-based organizations, the Commission helped shape policies and initiatives aimed at reducing hate, racism, and discrimination. These efforts reflect our commitment to supporting institutions in upholding human rights standards and building inclusive practices.

Key actions

- ▶ Provided consultation to the **Police Review Commission** on human rights integration in staff training curricula
- ▶ Advised the **Ministry of Jobs, Economy, Trade and Immigration** on proposed **anti-racism legislation**
- ▶ Engaged with the **Town of Westlock Council** on a bylaw related to Pride crosswalks

International engagement	<p>Provided input to Canada’s reports on four major international human rights treaties:</p> <ul style="list-style-type: none"> ▶ International Covenant on Civil and Political Rights (ICCPR) ▶ International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) ▶ Convention on the Rights of Persons with Disabilities (CRPD) ▶ Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
Anti-racism and policy advice	<p>Provided human rights guidance on:</p> <ul style="list-style-type: none"> ▶ Proposed anti-racism legislation (Ministry of Jobs, Economy, Trade and Immigration) ▶ Town of Westlock bylaw discussions ▶ Education and workplace inclusion policies (e.g., Alberta Teachers’ Association)
Specialized human rights consulting	<p>Collaborated with diverse stakeholders, including:</p> <ul style="list-style-type: none"> ▶ the YMCA ▶ Post-secondary institutions (e.g., religious accommodation, pronoun use) ▶ Alberta Association of Immigrant Serving Agencies ▶ the Organization for the Prevention of Violence (hate crime workshops)
Alberta Award for the Study of Canadian Human Rights and Multiculturalism (with Alberta Advanced Education)	<ul style="list-style-type: none"> ▶ Doctoral Award – Stephanie Tipple: Studying reconciliation and relationality in therapeutic practice with Indigenous Peoples ▶ Master’s Award – Emma Monaghan: Researching healthcare transitions for refugee women in Edmonton

- ▶ Collaborated with the **Alberta Association of Immigrant Serving Agencies, Rural Municipalities of Alberta**, and the **YMCA** to support immigrant communities in rural Alberta
- ▶ Advised **post-secondary institutions** on matters including religious accommodations and pronoun use in official records
- ▶ Partnered with the **Organization for Prevention of Violence** to develop a workshop and webinar series on **hate crimes in Canada**
- ▶ Supported the **Action Coalition on Human Trafficking Alberta** in their efforts to protect and support newcomers at risk of or experiencing exploitation

Appendix E

Listing of the Members of the Commission

Following are the Members of the Commission as of the date of this Report. Complete biographies of active Members are available on the Commission's website.

Chief of the Commission and Tribunals

Zabeda Yaqoob, K.C.

Members of the Commission

Dr. Evaristus Oshionebo

(Acting Chief, January–July 2025)

Rabie Ahmed Abdelhamid

Nduka Ahanonu

Sandra Badejo

Faraz Bawa

Dana Christianson

Cynthia Dickins, K.C.

Jessica Gill

Malik Hattum

Shawn Leclerc

Erika Ringseis

Karen Scott

Leigh Sherry

Wilma Shim

Past Members of the Commission

We would like to thank Members of the Commission who diligently served Albertans in the 2024-25 fiscal year.

Chief of the Commission and Tribunals,

Kathryn Oviatt, K.C.

(now Justice K. Oviatt in the Court of King's Bench)

Doris Bonora, K.C.

Teresa Haykowsky, K.C.

Nathalie Whyte

Rod Wiltshire



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Confidential Inquiry Line: 780-427-7661

For toll-free, dial 310-0000 and enter the Confidential Inquiry Line number when prompted. For province-wide free access from a mobile phone, enter *310 (for Rogers) or #310 (for Telus and Bell) and then the Confidential Inquiry Line number when prompted. Callers can phone without paying long distance or airtime charges.

For video-relay service for Albertans who are deaf, hard of hearing, or speech-impaired, access our services via your own interpreter or via Canada VRS, which provides an interpreter.

