

Humber Hawks hosting Children's Wish fundraisers

Shoot for a wish, three-on-three basketball tournament will be held today from noon to 3 p.m.



Julianne Fox

Participants used canoes to help clean river at King's Mill Park and opposite shoreline, which wasn't accessible by land.

Volunteers canoe the Humber River to clean shoreline

Julianne Fox
FASHION REPORTER

An End of the Season Humber Shoreline clean-up was held in King's Mill Park on Sunday, Nov. 10.

"I came here about a month ago and was able to fill two garbage bags full of garbage," said Laurel Carter, 25, a first-year student in the fundraising management program at Ryerson University.

The amount of waste found at the park motivated Carter into proposing the idea of a clean-up to Toronto Adventures, a company which does guided tours and rentals, and was able to provide canoes and kayaks for the clean-up.

A form of water transportation was needed for the clean-up, because it took place on the other side of the Humber River, across from Old Mill.

"One thing that distinguishes our community and

that I'm so proud of is the community engagement," said MP for Parkdale-High Park, Peggy Nash, herself an avid kayaker for several years. "This is an event that has mobilized dozens of community members."

Although the weather was cold and damp, Alternative Grounds donated coffee and The Central Bar donated snacks.

"Wildlife has always been important to me," said Jennifer Bushey, 26, a first-year student in the fundraising management at Humber College. Bushey found the opportunity through Carter and was took part in helping her plan and run the clean-up.

Carter is enthusiastic about maintaining cleanliness in areas around the city and called upon Nash, who is known for her community involvement, to join the clean-up.

See CANOE on page 3

Partner charities give dental care

Trevon Marsh
NORTH ETOBICOKE REPORTER

Health Mission Outreach partnered with Haven on the Queensway for the third year on Nov. 9 to help provide free dental care for impoverished people within the Toronto and Etobicoke communities.

Outreach is a charitable Canadian agency that offers

help to the less fortunate and gives hope to the patients. Haven on the Queensway operates a food bank and community programs.

Basic dental services that were available at the event are fillings, cleanings and extractions. The services of Health Mission Outreach are free to all Canadians and information for the patients is

kept confidential.

"The event is to assist the people within the community who don't have dental insurance or who are a part of the Ontario Disability Support Program," said Bev Hynek, director for Haven on the Queensway.

"The mission for today is to give back to the people in the community," said Hyneck.

"We have a great team partnering with us who are doing a wonderful job. We have some of the best dentists, doctors, chiropractors and optometrists coming from Health Mission Outreach."

These health care professionals all volunteer their time to help low-income residents promote a healthier lifestyle. Local Torontonians

also volunteered their time to support the cause. All volunteers have to be 18 years of age.

"I must say, what these people are doing here is amazing and I hope they continue it next year," said Suzette Francis, friend of a patient in attendance.

"I followed my friend here today because she was shy to

come alone," said Francis. "I always urge her to come and she finally decided too. Medical care is something that we all need and it's sad that not everyone can afford it. This charity is offering their personal time to help people out which shows how much they care for others."

See DENTAL on page 6

INSIDE

ARTS PAGE 15

Award winning book illustrators take over L Space Gallery

The gallery will feature more than 70 pieces of artwork which celebrate illustrations in children's literature until Dec. 10

OPINION: What is Movember? PAGE 12

BIZ/TECH PAGE 8

Venture Seed Fund helping businesses

Fund grants students up to \$10,000 for their businesses



SPORTS PAGE 20

Men's soccer has CCAA title crown

The Hawks travelled to New Brunswick to defend their title



- IN THE WORLD THIS WEEK -

TODAY 18	TUESDAY 19	WEDNESDAY 20	THURSDAY 21	FRIDAY 22	SATURDAY 23	SUNDAY 24
Keep Your Child Out of School Day American families involved in this movement are protesting the Common Core Educational Standards.	Thailand rice auction The government is to auction 450 000 tons of rice to make space for new arrivals from the main crop.	Universal Children's Day The United Nations designated this as the official day to recognize the well-being of children in 1925.	Starbucks train in Switzerland This will be the first mobile Starbucks and is considered one of the smallest they have designed.	Xbox One launch Xbox One will be launching in 13 countries a week before the PS4 comes on the market.	Gettysberg parade Pennsylvania town holds its 57th annual remembrance parade in conjunction with the Gettysberg Annual Address anniversary	Typhoon relief for the Philippines Bay Street Theatre in New York is having a fundraising night of bands to raise money for the Philippines.



Mario Belan

Organic produce at Sobeys. The Canadian Health Food Guide Association has launched a five-part guide in which featured elements are green cleaning 101, healthy hygiene, go organic, natural first aid kit and supplement essentials.

Natural cleansing food guide promotes all natural health

Mario Belan
HEALTH REPORTER

The Canadian Health Food Association has launched a five-part guide to help Canadian families aim at all natural health.

The guide's five elements are supplement essentials, green cleaning 101, healthy hygiene, go organic and natural first aid kit.

"This is a great thing to me," said naturopathic Dr. Adrienne Shulman at Body Harmonics, referring to the guide.

She said that it's very important to have natural things in your household to be healthier. Natural cleaning products are important because there are no toxins that harm children.

"People are aware of going

organic but they aren't doing it," said Shulman. "Going organic has a lot of benefits, one being it reduces the pesticides kids are exposed to."

Shulman said she would like to see more people going organic and take a step in the right direction to becoming healthier. "It's a step by step process."

Aside from an organic diet, Shulman doesn't use pills for medical problems. She uses vitamins, herbs and anything considered to be natural.

While there are benefits to having an all-natural diet, Maria Pelliccia, a Humber dietician, said from a food standpoint eating fruits and vegetables is enough to keep you healthy.

"The (Canada) Food Guide is okay," said Pelliccia. "There

is no real reason to go all-out organic"

According to the Canada's Body and Health website, about 40 to 60 per cent of Canadians do have a weight problem.

Adam Upshaw, a Humber hospitality, leisure and tourism professor, said reducing refined sugars and carbohydrates is beneficial.

"For weight loss this is very important. Eliminating white flour, white bread and added sugars make us healthier."

Upshaw said organic foods are healthier, but for weight loss it does not make a difference.

"Eating (organic) foods with fewer pesticides are better and healthier but there is no real big need for it."



Mario Belan

Organic vegetables at Sobeys market. Maria Pelliccia, a Humber dietician has said that from a food standpoint eating vegetables and fruits can be enough to keep you healthy.

Humber Open House draws 3000 to North campus

Ari Perlin-Bain
NEWS REPORTER

Humber College hosted its first Open House of the year on Nov. 9, when thousands of potential students and their parents learned about the school's academic programs and services offered at the North, Lakeshore and Orangeville campuses.

From 10 a.m. to 2 p.m., all programs and services from each academic school at Humber were set up in booths at different areas of each campus.

At the North campus, program coordinators, as well as representatives from the different services at Humber from Public Safety to Financial Aid, were on hand to answer any questions the thousands of attendees had.

Shawn Sosa, 17, of Brampton, was a high school student that attended the Open House at the North campus. He does freelance photography at his high school and said hearing about the creative photography program brought him to the event.

"I heard about both the program and event online and being a photographer, I at least wanted to come and see what the program is all about," Sosa said. "I am looking at other schools but Humber is definitely one that grabbed my attention."

Attendance in the Fall Open House generally sees students starting their program in the winter semester. However, it didn't stop Mike McKeon, coordinator for the two-year accounting diploma at North campus, from receiving many questions about how the program will overall benefit its students.

"We had parents and other folks come to our information sessions wanting to know what we'll offer for them," he said. "People mainly asked about the expectations of the program, how the school's services could assist them if

enrolled in the program and how realistic the prospect of a job would be after graduation," he said.

According to student event coordinator Jessica Laing, the Open House saw over 3,000 visitors at the North campus alone and the spring event will see an even bigger turnout.

I am looking at other schools but Humber is definitely one that grabbed my attention.

Shawn Sosa
HIGH SCHOOL STUDENT

"By the time the one in the spring comes more people show up since it's for students that would start in September," she said. "It's the time students who have been accepted to their program need to make a decision and it gives us opportunities to convince them what Humber can do for them to really try and boost our enrollment."

CORRECTION

MediJean plans to release low-THC Medical Marijuana solutions in cases that may involve children, but has no short-term plans to present detailed research findings according to Anton Mattadeen, Chief Strategy Officer. Medical marijuana is known to be therapeutically effective for neuropathic pain.

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Right-to-die talk comes to campus

Shaneza Subhan
HSF REPORTER

The debate on medically assisted death came to Humber College this past week with a presentation supporting the cause.

Last Wednesday, Wanda Morris, executive director of Dying with Dignity Canada, spoke of her movement's "right to die" cause as part of the President's Lecture series at Humber's North campus.

In an address titled "Talking About Dying Won't Kill You: The Case For Choice At the End of Life," Morris discussed topics revolving around the use of medical help when people are at the end of their life. The overall mission of Dying With Dignity is to offer a variety of choices to Canadians in terminal medical contexts while advocating Canada's govern-

ment to legalize medically assisted death.

"Medically assisted dying is for people that are suffering," Morris said.

Morris had more than 20 years of business experience as a chartered accountant but went on to obtain a Master of Arts degree in Transforming Spirituality. The experience of her father-in-law's painful death encouraged Morris to become involved in the movement.

Canada most recently saw national news on the issue with Dr. Donald Low, the physician who headed Toronto's SARS response and in September made a plea for legally-assisted death days before his own passing from brain cancer.

The federal government continues to support keeping the law in place, stating

it is there to protect the vulnerable citizens. This was reinforced this past October when the B.C. Court of Appeal turned down the right-to-die plea in the case of Gloria Taylor, an ALS patient from British Columbia who has since died of her disease.

Chandra Hodgson, English professor at Humber's School of Liberal Arts and Sciences, said Morris' talk was engaging.

"She spoke in a very inspiring way in what to do in figuring out how to honor your own choices," Hodgson said.

Second year Humber Practical Nursing student, Christina Carter, 19, said she found the presentation informative.

"As a nurse, it's important to gain enough knowledge about the topics she discussed in her presentation," Carter said.



Courtesy Dying with Dignity

Wanda Morris, executive director of Dying With Dignity, speaks to the right-to-die group's open house gathering in their mid-town Toronto offices on Sept. 17.

Humber River gets end of season cleanup by eco-volunteers

Continued from page 1

Nash has a Respect our River campaign. She explains the process behind the petition's creation: "The bill was introduced in the House of Commons, because the federal government and one of its omnibus budget bills delisted the Humber River from

federal protection under the Federal Environmental Act."

"It's no longer covered and we are particularly concerned given the potential for the reversal of the Line 9 pipeline in order to flow from west to east [...]. There is no requirement for a federal environmental assessment. It has been delisted from the

Navigable Waters Act and the Fisheries Act."

"This is the only river in Canada that is an urban river that has also been designated the Heritage River by the federal government," said Nash.

Participant Marjorie Murphy, a teacher at Parkdale Collegiate and staff advisor for the Eco Club, was

present to support the initiative. The clean-up invite had been sent to the school and was passed on to her.

She tried to encourage her students and others to participate as well.

Many people acknowl-

edged the clean-up and supported those who voiced their concerns in conserving the area.



Julianne Fox

An End of the Season Humber Shoreline clean-up was held in King's Mill Park on Nov. 10. Toronto Adventures was able to provide canoes and kayaks for project. A form of water transportation was needed at the event because of the shore's location.

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Can anti-rape clothing help deter assault?

AR Wear from undies to bicycle shorts are locked and don't rip

Donna Marie Sevilla
HEALTH REPORTER

Two New York entrepreneurs are developing anti-rape clothing to help combat sexual assault.

Ruth and Yuval, who will not share their surnames, allegedly because of assault threats, have created a clothing line through their company AR Wear (anti-rape wear). Their products range from underwear to travel pants and bicycle shorts, which cannot be ripped or cut or pulled down.



Our product line is not meant to make women more fearful than they might be already.

Ruth
AR WEAR

The only way the clothing can be removed is with a clock-hand lock button, where the hands of the clock must be in a certain position to take the clothes off. There are locks on both thighs and

below the belly button and over 132 combinations according to Ruth and Yuval.

It is not yet clear how the clothing could be removed in the event of an emergency.

Ruth said that the idea to create the clothing line came when Yuval saw a news story a few years ago about a girl who was raped just metres from a populated location.

"Yuval believed that if there had been something that could have slowed down the attack, bystanders might have noticed and intervened to prevent the rape," said Ruth.

However, AR Wear acknowledges that such a product alone cannot prevent sexual assault.

The Rape, Aggression and Defense program teaches students about risk awareness, aversion and potential risks, said Keith Pua, Humber Public Safety coordinator and instructor for the RAD program at Lakeshore.

He said students of the RAD program are taught all of the basic self-defence techniques, such as choke escapes.

"No one should have to live in fear of a sexual assault," said Pua.

Awareness about sexual assault should be raised, said Pua, but it should be gender neutral because sexual assault and rape can happen to both



Courtesy AR Wear

An example of AR Wear's anti-rape underwear. The material has been strengthened so that it cannot be ripped or cut.

genders.

"Our product line is not meant to make women more fearful than they might be already," said Ruth.

Second-semester fitness and health student Aaisha McPherson, 22, said,

"I think it's for people who are cautious. People might

think it's a negative but it's a precaution."

A crowdsourcing IndiGoGo campaign to raise money for the clothing line has surpassed its \$50,000 goal with less than 10 days left.

According to the campaign's page, the estimated product delivery is July 2014.

Children's aid societies falling behind on funds

Government budget remains unchanged while costs escalate

Earl Abalajon
EARLY CHILDHOOD REPORTER

The Ontario Association of Children's Aid Societies is calling on the provincial government for increased funding for aid services.

The OACAS report shows that in the last three years, money spent by children's aid societies had increased steadily, while the government budget remains almost unchanged. Children's aid societies spent \$1.42 billion in 2010, \$1.45 billion in 2011 and \$1.46 billion in 2012; they had a combined \$1.39 billion budget in 2010, and \$1.43 billion budget in both 2011 and 2012.

"While service levels have remained stable, the system requires extensive re-engineering," said Tanzeem Parker, communications advisor for OACAS.

Children's aid societies have had to alter each centre's specific practices in order to have the proper amount of funding available for key services, including increasing accountability within each children's aid society and improved Aboriginal services. This reconfiguration of services is expected to decrease this year's spending by \$10

million.

According to Parker, all children's aid societies must sign an accountability agreement, to make sure it's clear to the community who is accountable when dealing with children at risk.

Catherine Snodden, communications coordinator for the Toronto Children's Aid Society, had no comment on the specifics of how spending is being directed, though she said the group fully supports the recommendations made by OACAS in the report.

Humber's daycare has been working with local children's aid societies for years, according to Bridget Woodcock, day care director for childcare centres at Humber North campus.

"If the staff believes that a child may be at risk of abuse, whether it be physical or emotional, our first call is always to children's aid in an inquiry capacity," said Woodcock. "Early childhood educators, as professionals, are required by law to report [suspected child abuse]... Our first priority is to advocate on behalf of the child."

This requirement extends to all the ECE students on placement for the program.

Woodcock said Humber's daycare facility has also been used in the event a social worker from children's aid requires childcare.

Facebook kicks users offline

Users asked for ID during brief service shutdown

Jacob Wilson-Hajdu
CRIME REPORTER

Many people around the world were locked out of Facebook briefly last week, and were asked to upload identity documents to prove their identity and keep their access to the site.

"I just tried to get on Facebook and it prompted me to upload some government issued ID," said Lindsay Ridgway, 24, a history and political science student at Carlton University.

People who were locked out of their accounts flooded other social media websites,

voicing their concerns.

"I can't believe they would ask me to scan my driver's license or SIN (social insurance number) card; some things just don't belong on Facebook," Ridgway said.

The shutdown only lasted a couple hours, and blocked users soon had access without uploading anything.

"The next day they kind of fixed the whole thing, maybe because of the backlash of people saying they didn't want to upload government issued ID," Ridgway said.

Humber students should be wary on what information they post online for a number of reasons, observers say.

"Social media is not a private thing," said Byung Oh, career resource developer in the student success and

engagement department at Humber. "Social media is about the sharing of information and connecting with each other," said Oh.

Information that is shared on social media websites can also affect a person's professional life.

"Ninety five per cent of employers in Canada actually look at a candidate's profile after looking at your resume," said Oh.

Facebook declined to speak about what they did with the information if users actually did upload their personal ID.

"Surely it's not a normal practice," said Kris Ketonen, corporate communications officer for the City of Thunder Bay. "And surely you can talk about how you're going

to destroy that and show some proof if possible."

Facebook posted on its account management page why it would require government issued ID.

"We require everyone using Facebook to use their real name and birthday. This way, you always know who you're connecting with. When we discover accounts that look fake or like they're using fake information, we ask the owner to confirm that they are who they say they are."

Facebook also clearly states on their site that they delete this information directly after verifying the account.

"After we resolve your issue, we'll permanently delete this document from our servers." Facebook posted.

facebook

Upload a photo ID

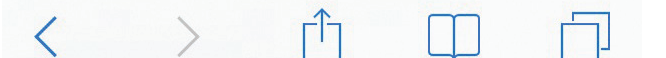
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- Your military ID card
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These photos are deleted after they're reviewed.

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Go Back



Jacob Wilson-Hajdu

What users saw as they were locked out of Facebook.

Canada not anywhere near its climate goals

Michael Berezhnoy
NEWS REPORTER

Once considered one a world leader in protecting its ecosystems and natural landscapes, Canada is now falling behind in many environmental commitments due to current federal policies.

“Our findings have been consistent: despite significant efforts over the years and progress in some areas, there is still much to be done to meet key legislative responsibilities, deadlines, and commitments,” said Neil Maxwell, federal commissioner of the environment

and sustainable development, in a study that was released Nov. 5.

The 2013 Fall Report of the Commissioner of the Environment and Sustainable Development states that due to unclear or immeasurable targets, along with a general lack of planning and strategies for achieving environmental goals as well as funding and resources, the government will not be able to achieve many of its environmental promises if it does not change its approach to these issues.

“One of our biggest concerns is around greenhouse

gas emission and climate change, and we’ve seen in this report as well as others that the government isn’t anywhere on track to meet their 2020 climate goal,” said Hannah McKinnon, the national program manager for Environmental Defence Canada, an advocacy organisation seeking stronger environmental protection policy across government levels.

“The big missing piece of the puzzle is long promised regulations on the oil and gas sector, the fastest growing source of greenhouse gas emissions,” McKinnon said.

Another issue addressed by the report is the Species at Risk Act that was introduced in 2002, giving the responsibility of preparing recovery and protection strategies for such animals to Environment Canada. Although they have made some progress, at their current rate it will take about 10 years to complete the backlog of work to meet the legislative requirements of the act.

“To me, the big problem is the political parties that have their own political vision,” said Jimmy Vincent, the coordinator for the Centre for

Urban Ecology at the Humber Arboretum. “The Conservatives pride themselves on being ‘economically responsible’, but does that mean cutting programs and funding, or is it looking at revenue sources like fees and taxes and educating people about why they are important?”

“Instead, the government makes fun of them and talks about how these revenue sources are ‘taking money away from us,’ which isn’t true because it’s going towards these important programs,” he said.

Some people believe that

the reason the environment is not a focus of the federal government is because people won’t see immediate results.

“I think the bottom line is we would need money, and that’s what I don’t think people are willing to give because they can’t get anything physical in return,” says 22-year-old Katrina Caldwell, an alumna of the environmental studies program at York University.

“The environment isn’t going to hand you something for helping it, so people tend to care less.”

Youth shelter swaps clothing to support program

Horizons for Youth helps clients get their schooling, seek work

Comfort Obeng
NON-PROFIT SECTOR REPORTER

Toronto-based shelter Horizons for Youth celebrated its second Clothing Swap event on Nov. 10 to promote the idea that clothing doesn’t have to cost a lot of money.

People were urged to bring their gently used clothing for an admission fee of \$8, without which the cost was \$16. At the event they were able to swap and take as much clothing as they wanted with the remainder of the items going to the shelter and the money to the United Way.

“At the end everyone kind of wins,” said Horizon’s development associate Gilad Cohen.

Horizons for Youth had previously raised \$500 for the United Way, with a turnout of approximately 50 people last August.

The shelter for young adults ages 16 to 24 is located in the North West end of Toronto. They have 35 beds and are open 24 hours a day, seven days a week.

The shelter offers help with resume building and interviewing skills for young adults looking for a job, a GED for those who want a high school diploma and a guidance counselor to help them achieve their goals.

“We have a 90 per cent success rate. We offer them something to start from,” said

Cohen.

“It’s different every day. We team up with public health to teach safe sex. We have a full-time drug and mental health worker to help some of the young adults we get. We also have a program called Career Horizons which is a four week employment program.”

Tallboy’s Craft Beer House had teamed up with Horizons for Youth by donating the space needed for the clothing swap event.

“It has a community feel,

“You can have a whole new wardrobe and a bang for your buck depending on the clothes that other people bring.”

Chantal Berube
HUMBER CHILD AND YOUTH
STUDENT

you know where your clothes are going. It feels good that it’s going to someone you can see,” said Phill Caca, owner of Tallboy’s.

Chantal Berube, 23, a second-year Humber child and youth student who is working with Horizons for Youth as a program placement, said it’s exciting as she’s never been exposed to anything like a clothing swap before.

“You can have a whole new wardrobe and a bang for your buck depending on the clothes that other people bring,” said Berube.

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Changing face of men's health where Movember mo' is king

Gloria Namugenyi
NEWS REPORTER

Humber College post-graduate public relations students will wrap up Movember with an event at the Cadillac Lounge in downtown Toronto on Nov. 27.

The theme of this year's event will be "Mo is King." It will feature "Royals" recognized in legend, history and pop culture, such as former or current, dead or alive, kings and queens, entertainers and historical figures dubbed kings and queens by fans.

"We chose the theme because the royalty theme shows the importance of the moustache to changing the face of men's health," said Jason Teakle, an organizer of the event.

According to Movember Canada's website, the goal is to "change the face of men's health" worldwide. This encourages early cancer detection, diagnosis and effective treatments preventing early deaths.



Alessandra Micieli

Humber College students are growing their mustaches in support of Movember.

Argerie Tzouras, who's a receptionist at the school of health sciences, said that although she won't be able to attend the event, she's happy to see that students are doing something to support the cause.

"Although I don't have a history of cancer in my family, it makes me happy that organizations are starting to recognize men's health just as they do for women," said Tzouras.

The event will feature local talent, South of Bloor and DJ Neon Knights who will be performing live.

Attendees can dress up as their favourite royal, but aren't required to, according to Adrien Reynolds, post-graduate public relations student and event organizer.

There will be prizes to give away and a chance to be crowned "Mo is King" for those who show off their moustaches.

According to Ana Pierce, chair of the Mo is King committee, Public relations students at Humber College have a tradition of supporting and raising awareness for worthy causes.

With their partnership with Movember Canada, the students hope to raise \$5,000 for men's health research. So far, students held a bake sale at the Lakeshore campus and have staged information launches at the North and Lakeshore campuses including the annual varsity shave down at the basketball game.

Humber College is also participating in the Movember Big Mo on campus challenge, which rewards Canada's top fundraising school with a personal visit from astronaut Chris Hadfield.

The "Mo is King" event is scheduled to take place on Nov. 27 from 8 p.m. to midnight at the Cadillac Lounge in Downtown Toronto.

Tickets will be \$20 at the door with all the proceeds going to Movember Canada.



Trevon Marsh

Health care professionals volunteered with Health Mission Outreach to offer examinations for low-income patients.

Free dental care offer for Toronto residents

Continued from page 1

There were 400 registered clients this year. Each patient receives a maximum of 30 minutes of service on a first-come first-served basis. Each patient has to fill out a medical form before they can be seen. This form informs the patients on their consent for treatment, indemnification and asks about medical history.

"The Haven on the Queen-sway Church subsidizes a lot of this," said Judy McConnell, volunteer for the event. "It costs a lot of money to set all of this up. The work stations as well as the medical tools. I honestly just think it's absolutely amazing what they're doing for the community. The workers are working at a great pace and things have been moving along well."

Mars Society seeks volunteers for year-long trial

Arctic serves for simulated Red Planet mission

Tricia Chan
NEWS REPORTER

The Mars Society is seeking out volunteers to live at its Flashline Arctic Research Station in Devon Island, Northern Canada, for one year to simulate what life might be like for humans on the Red Planet.

The purpose of the US based, non-profit is to further the exploration and settlement of Mars. The society claims with the right political will and technological developments, humans could be on Mars in a decade.

The expedition will launch in June. Applicants must complete a physical examination and be an expert in the area of research and field science or engineering. One additional volunteer with wilderness training and survival skills is required.

The US based, non-profit recently completed the first phase of the simulation, which had scientists and engineers equip the Flashline Mars Arctic Research Station with generators, lab equipment, ATVs, communica-

tion systems and retrofitting living quarters to withstand sub-zero temperatures.

"It's a pretty neat study," said Richard Kalsi, an electro mechanical engineering student at Sheridan College with a keen interest in robotics and hopes of working in the earth and space science field.



"For now it's probably the best way to get some research done for a potential Mars mission."

Richard Kalsi
SHERIDAN COLLEGE MECHANICAL
ENGINEERING STUDENT

"For now it's probably the best way to get some research done for a potential Mars mission as there really isn't a heavy lift rocket to send anything, nor the political will to do anything with Mars at the moment," said Kalsi.

"There really hasn't been any space expeditions with that sort of length (one year),

so it can help find possible problems that might arise in such a situation such as equipment failure or emergency protocols," said Kalsi.

According to the Mars Society website's FAQ page, the location of Devon Island, Canada, was chosen due to its climate of a polar desert, which scientists believe is most similar to Mars.

If cold weather isn't your thing, you can support the Mars society by donating money to fund a mission or donating equipment for the mission.

"The project that you have cited is called 'basic' research and is typical of the kind of research done at universities," said Dr. Patricia Morgan, dean of research at Humber. "FMARS is a project supported by the Mars Society, founded by academics interested in learning more about working in extreme conditions, including those likely to be found on Mars."

Kerry Johnston, sustainable energy and building technology program coordinator at Humber, said the focus should be on preserving planet earth and using technology to foster sustainable design, not planning for another planet.

"The idea of finding out about the universe as a whole is a great idea," said Johnston. "But we've got enough

problems to overcome in the short term related to the connection between humans and the environment that I think

we'd be much farther ahead spending money on solving our problems on earth before we look at Mars."

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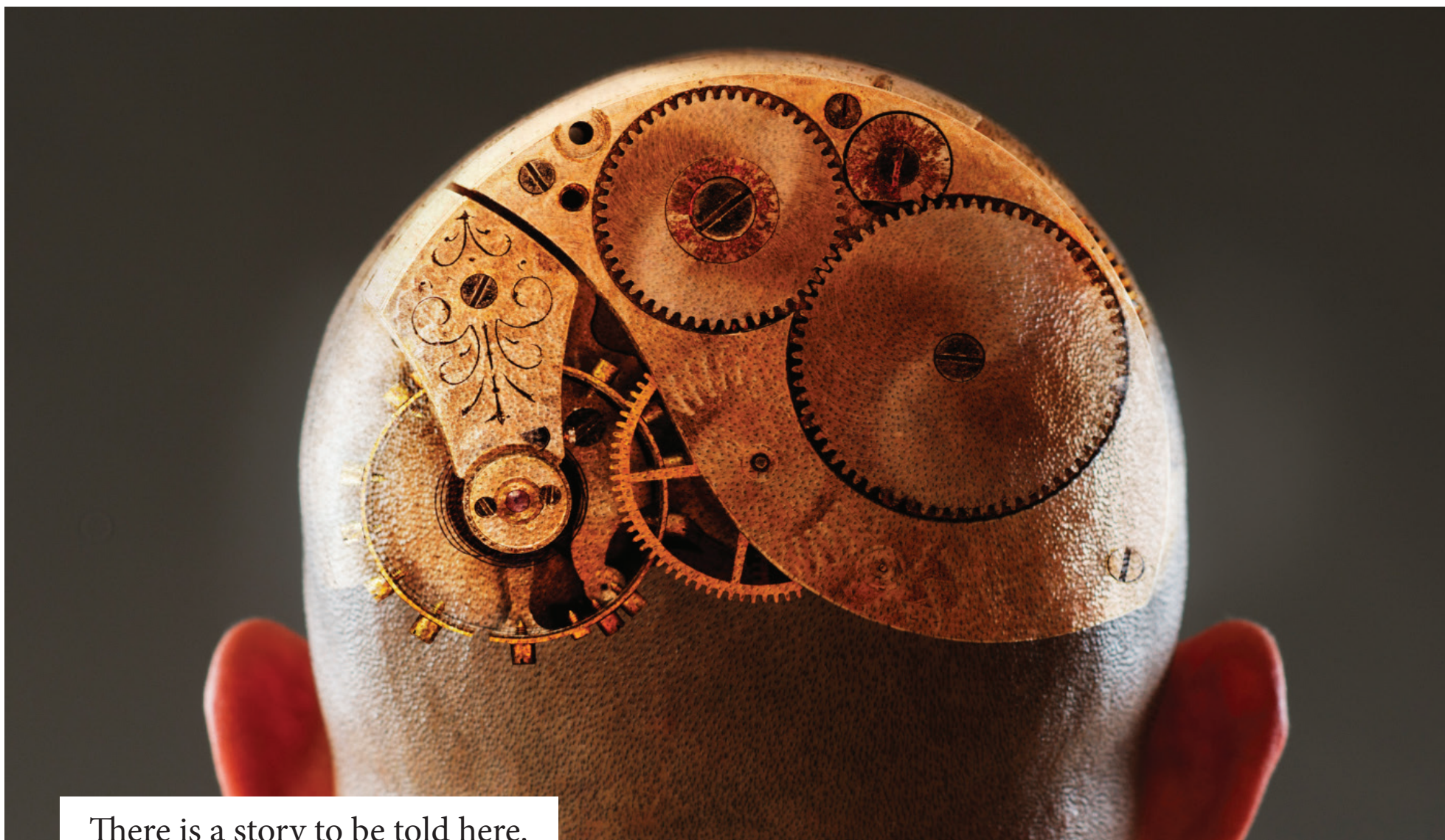
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WE ARE
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Venture seed fund helping grads

Entrepreneurial efforts receive start-up grants

Adam Kozak
SENIOR BIZ/TECH REPORTER

Full-time students graduating next semester can get up to \$10,000 towards start-up costs associated with their business, Humber College attendees learned at a New Venture Seed Fund information session on Nov. 11 at North campus.

The fund will grant money to a minimum of eight projects based on the quality of the business plan, creativity/innovation, relevant experience in the field, financial sustainability, capacity for generating employment, and academic record.

"I've learned so much from these gentlemen today that I'm more encouraged to do it than walking in originally," said Anthony Zambri, a second-year landscape technician

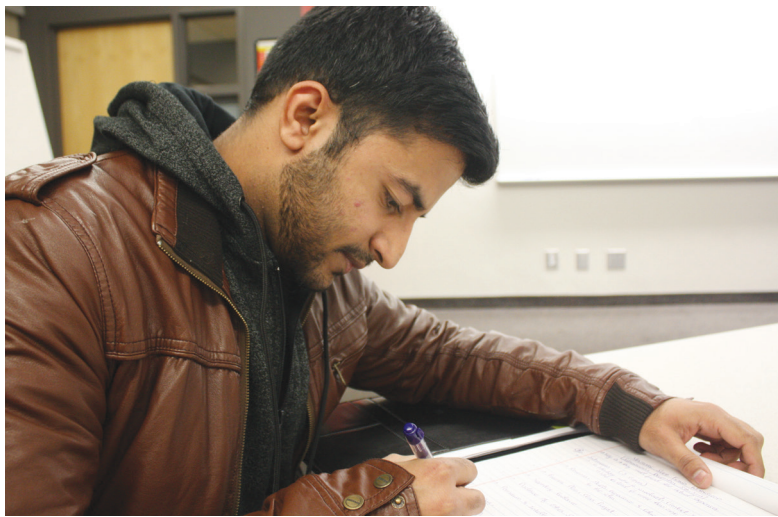


PHOTO BY ADAM KOZAK

International student Asif Nowaz wants to help students from overseas

student at Humber who started Z-Con Property Service, a landscaping company a year prior to enrolling at Humber.

Zambri knew it was going to be

the business he'll be in for the rest of his life, and after investing about \$40,000, he's looking to take his business to a new level.

The Seed Fund is part of Humber-

Launch's program that aims to "cultivate innovative ideas into successful business ventures." More than giving money, program services include mentoring, business plan development assistance, hosting networking events, and holding workshops.

"Humber is interested in being known for helping build successful entrepreneurs," said Peter Madott, associate dean of the Business School.

During its inaugural year in 2009, the Seed Fund funded a start-up called Spently, a service that distributes digital receipts, for \$8,000. The firm is thriving and has received over \$350,000 worth of seed funding since through various sources outside of Humber.

This is something Madott, who was one of the initial founders of the fund, couldn't be more proud of.

"They got money to pursue their dream, and it's working," said Mad-

ott. "For me, that was pure delight."

Asif Nawaz is learning from his own life experiences. A business management student who also happens to be taking an entrepreneurial class with Jim Skinner, one of the organizers of the fund, he hopes to come up with a system to better integrate new international students into the Canadian culture. Nawaz himself is an international student from Pakistan.

Attendees they would continue with the services HumberLaunch provides even if they don't receive funding.

"Nobody goes through that process without learning a lot about themselves, about life, and a lot about business," said Madott. "It's an extremely worthwhile experience for people."

The submission deadline for the current New Venture Seed Fund grants is Dec. 5.

Net neutrality could add to Internet cost

Brendan Quinn
BIZ/TECH REPORTER

Network neutrality is on the chopping block again, with U.S. company Verizon challenging the Federal Communications Commission (FCC) and its Open Internet Framework.

If Verizon wins this case in the U.S. Court of Appeals, it could spell doom for the freedom of access Internet users currently have when it comes to what sites they visit and how fast the experience is. It would mean an Internet service provider (ISP) has the power to force customers to choose what sites they go to and will charge accordingly, much like cable companies do with tiered packages. Those not paying for YouTube will only be able to stream songs at a snail's pace.

"Every couple years these big providers try and fight this...AT&T tried it, WorldCom tried it, now Verizon is trying it and it's been turned down every time," said Bernie Monette, program coordinator of the web development program at Humber.

"The wise move is to just let the business grow and not start fussing with it. I'd be surprised if Verizon gets it but it's kind of annoying that they keep asking, because it's not right."

If Verizon wins this case, which isn't likely according to experts, this would certainly have an effect on how Canadian ISPs operate. "If it did go through, I can see that Telus, Bell, Rogers would be emboldened and start formulating their own plans to do something similar. I think it's a mistake," said Monette.

While tiered Internet services

may seem a financially viable option for Canadian ISPs, the laws here are different than in the U.S. and the system itself operates on another level.

Sher Scott is a third-year law student at Dalhousie University in Halifax, Nova Scotia. In her opinion, the courts here are not likely to allow something like what Verizon is attempting to do.

"The Canadian courts don't like to blindly follow the American courts. Sometimes they even rebel against them on purpose, so if it's up to the courts, I wouldn't worry too much," said Scott. "Look at the wording of the constitutional right. In the US, it's 'freedom of speech'. In Canada, it's 'freedom of thought, belief, and expression.' That results in some pretty key differences in jurisprudence. It also has a positive right to have information available."

Not everyone has such a positive outlook on the situation. Haydn Robins is a graduate of Monash University's Law School in Melbourne, Australia. A huge proponent of privacy and Internet freedom, Robins believes Verizon's attempt is another nail in the coffin of the free Internet.

"In my opinion, net neutrality is doomed for the same reasons privacy is doomed. People don't know or care enough about the problem, and even if people did, corporations have more power and they are driving policy in this area. We're at the endgame. I'd be surprised if net neutrality lasts another five years."

It remains to be seen exactly how the US Court of Appeals will rule in the decision, but as this is only the latest attempt in a string of cases over the years, experts have concerns about the case.



COURTESY OF CONNECTED DATA

Device from Connected Data intends to allow users to synchronize all devices, access unlimited data for flat rate.

Transfer Sync allows private cloud

Jordan Biordi
BIZ/TECH REPORTER

Data in the clouds? A new device offers quick access to your data any time, anywhere.

The newest product from Transporter, the Sync allows users to access their data over multiple devices through a cloud network that claims to be more secure than programs like Dropbox, and isn't limited to the data these sites provide.

"Families and businesses are finding it more and more difficult to synchronize data across all of their computers and mobile devices," said Geoff Barrall, CEO and founder of Connected Data in a press release. "With Transporter Sync, we provide an affordable and simple way for them to protect, share

and access what matters most, with total privacy, a low one-time price and no hidden monthly fees."

The Sync acts like a virtual highway through your own personal network. Users can connect devices such as phones, tablets and personal computers to the network and access and edit their files between all devices.

Unlike most cloud storage sites that give you a limited storage capacity and charge for extra, the Sync can connect to external storage devices through a USB connection allowing for users unlimited amounts of data to be stored amongst their devices, without charge.

Joseph DeGregorio, a graphic designer from Humber, said, "Cloud transfer programs are quite

useful in the design industry or any industry where large files are used on a daily basis."

Natalie Trivino-Valbuena, 20 from Humber's Multimedia Design Program uses Dropbox, but notes that the storage options are limited. She thinks that a device like this would be more useful to her as she does a lot of designing and has a lot of files to transfer between school and home.

"The fact that you can plug a hard drive into it is a big deal. You're limited to what you get on Dropbox and if you want more space you've got to pay."

Transporter also developed a wireless hard drive of the same name that like the Sync can share data between configured units anywhere in the world.

Movember brings important awareness

Mustaches: once nothing more than a stylish growth of facial hair, has since grown to become the symbol for prostate cancer awareness, raising funds for the dangerous disease throughout the month of November.

The Movember campaign started back in 2004 in Australia, and aims to reduce the number of preventable deaths each year through early detection and diagnosis, and better treatment. The annual event has since become a global movement with the participation of over 20 countries. Internationally, men are inspired to grow and groom their mustaches while raising money for men's health programs. Mustaches across Canada alone raised approximately \$10.5 million last year—topping the global leaderboard.

The success of the campaign in Canada is strikingly visible as more and more mustaches are growing on the faces of men—especially in campus hallways.

While Movember doesn't necessarily target young people, the mustaches' handsome resurgence has brought on enough appeal to result in widespread youth involvement.

Having raised over \$38 million globally in 2012, the event may have achieved its success through

effective advertising and its appeal to audiences, particularly young ones. Targeting a younger audience may be the key to achieving social consciousness. Movember doesn't complicate the matter at hand. It provides startling statistics on prostate cancer incidence and mortality while remaining relatively light in nature. Even though prostate cancer is more associated with senescence than most frequently-occurring cancers, the youthfulness of the Movember effort speaks to the success of the campaign.

This isn't the first human cause that has successfully reached international awareness. Bob Geldof's Live Aid concert in 1985 shined a bright spotlight on the prevalence and fatality of HIV/AIDS. In 1993, Evelyn Lauder's Breast Cancer Research Foundation grew widespread recognition with its pink ribbon campaign.

Following the successes of these campaigns, it raises the question: why don't other charitable causes follow suit? Even Movember isn't without its critics, health care professionals among them. Simplified campaigns do have their drawbacks. There's a fine line between gimmicky and progressive; where popular appeal does not overshadow the basic facts. Although it's

great to see young people supporting a cause, we have to wonder how many are actually aware of the scientific data.

And while a light-hearted advertising campaign as opposed to a serious PSA can arguably benefit other causes, it could also result in drawing attention away from Movember. For some time the proliferation of breast cancer charities sponsoring public events became a source of confusion and diffused contribution power.

Yet what is at stake for what was recently a little-discussed disease is important. According to Movember Canada, prostate cancer kills approximately 4,000 Canadian men each year, and is the most commonly diagnosed cancer affecting males in our country. If detected and treated early, it can have a survival rate of 95 per cent. It's true that a line of hair above the upper lip alone can't teach these facts. It can't teach the symptoms of cancer, nor can it offer treatment measures or define the screening process for victims of the disease. But while a few years ago hardly any young people knew anything about prostate cancer, now it's in our language at least.

For even while raising significant funds for men's health is a prior-

ity for Movember Canada and its allied Movember charities around the world, promoting awareness in large part is the driving force behind the campaign. It seeks to educate on the importance of medical checkups and cancer screenings more than anything else.

Movember, which began in Australia purely as a tiny grassroots campaign in 1999 before developing into the independent Movember Foundation five years later, offers proof that not all charities are driven by national governments. Only 12.8 per cent of funds raised go towards the organization, and only to cover administrative and campaign costs.

Movember supporters may be surprised to learn that the month advocates not only for public awareness and research support for prostate cancer but also testicular cancer and men's mental health. There is also a drive to extend the event's volunteerism to women, or "Mo Sistas," who don artificial mustaches in a spirit of support and fun.

Ultimately, the Movember campaign proudly supports men's health whether you can grow a mustache or not. It offers humour and raises spirits in the face of a disease that can have devastating human costs.

'Indie' label a valid option for burgeoning artists



Jessica Paiva
CREATIVE DIRECTOR

Founding Young Inspirations, an organization that promotes independent musicians, I discovered all my artists shared one dream: to be signed to a record label. But you don't need a major record label like Universal Records or Warner Bros Records to back up your stage name; you can get famous as an independent musician.

Jordis Unga, a singer and songwriter, who appeared on *Rock Star: INXS* and *The Voice*, decided that she wouldn't need to be signed to a record label in order to increase her fanbase and produce her debut album. In 2012 she started a Kickstarter fundraising campaign to raise over \$30,000 for her debut album. (Artists cited in this column are not involved with my company.)

"Major labels today typically spend around \$200,000 just recording the album—I'm planning to work with 15 per cent of that, and still cover my artwork, photography etc... I'm also hoping to have enough at the end to mix and master which is really expensive and priced per song," Jordis Unga said on her campaign website.

As an independent musician hoping (like many musicians) to

produce her debut album, Unga marketed her campaign and managed to surpass her goal. She already had a lot of fans by being on two prime time television shows and might be why she received so many pledges to help with her debut album. However, the trick to becoming a successful independent musician isn't to be on a reality television show—it would help a lot, but it's not something to depend on.

Not until I started to research a local jazz/reggae musician did I realize that there's no need to be tied down to a famous record deal. Local singer-songwriter and former Humber College student Alysha Brilla has a career story most artists would envy: awards at a young age, a recording contract, having her music on Country Music Television and the television show *DeGrassi High*, a publishing/songwriting deal and a management team. The perfect musician's life, right? However, what's so alarming and inspirational about Alysha is that she threw most of it away.

Within two years she had management, label and publishing deals and began to spend a lot of time in Los Angeles co-writing and collaborating with individuals within the industry. The creativity was spinning and going hand-in-hand, or so it seemed.

"I am grateful for those experiences but I began to feel like I was being forced into a role that wasn't really

me. I was expected to write and perform dance music but jazz, Afro and Brazilian music is what I loved," Brilla announced to Cord Community, a music news source. After two years of commuting to California, Brilla decided to part ways.



Record deals are able to destroy more careers than they actually launch

She said that it felt like a break-up but in her heart she knew she had to be true to herself. It seems as though record labels are too focused on competition and therefore try to change a musician's style.

Ever thought all top-40 songs today sound the same? There's a reason for that: creativity is limited and musicians are stuck to one sound; whatever your label thinks is best for the business, even if it's not who you are.

The industry turned their back on Brilla and she was even prohibited from releasing her own music for over a year. After that year, she was determined to record and release her own full-length album where she would be able to write, perform and produce the tracks as an independent artist. With help from musician networks she formed in Toronto while attending

the jazz program at Humber, and the money raised through IndieGoGo, Brilla was able to create her album, *In My Head*, under her own label, Sunny Jam Records. Her fan base has grown tremendously over the past twelve months, and I only see it rising from here.

With my journey of discovering musicians within Ontario, I found that there are many artists with unique and incredible talents that I would hate to see go to waste because the individual made the wrong decision of choosing the wrong record label. Record deals are able to destroy more careers than they actually launch.

The dynamics of the music industry have changed dramatically. Musicians now recognize that a majority of artists who have record deals don't make money or have staying-power. Why let someone else choose the direction for your music or tell you how to look? Why pay a record label back for the cost of recording your album out of your small royalties and still not own the master? Musicians can earn a full time living, if they develop their talent and commit to working hard.

Musicians should develop their sound and stay true to it in order to get a deal that will advance their career the right way and not try to change their image and genre. Or, perhaps, the best career in the music world is having that freedom as an independent artist.

HUMBER
Et Cetera

Humber Et Cetera serves to inform the Humber community and give its readers well rounded coverage on the things that matter to them.

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Miguel Agawin

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205 Humber College Blvd., Etobicoke, ON, M9W 5L7

Newsroom:

416-675-6622 ext. 4514

Email:

etc.humber@gmail.com

Twitter:

@humberetc

Advertising:

416-675-6622 ext. 79313

Where have all th



Thomas Rohner
FEATURES EDITOR

Humber's promotion of its voluntary compliance with employment equity standards is good PR — does it amount to much more?

Federal Contractors Program (FCP) responsibility:

- collecting employee information
- completing an analysis of that information
- establishing short and long-term numerical goals
- making “reasonable” efforts and progress towards employment equity

Source: Federal Labour Program

Visible minority gap within Humber's workforce:

'08: -47
'09: -41
'10: ?
'11: ?
'12: ?

Source: Humber Human Rights & Diversity Annual Reports
The minority gap is the difference between representation of visible minorities working at Humber compared to the available working population of visible minorities in the GTA. A negative value identifies an under representation. The gap is calculated by adding up the difference across all occupational groups. Humber was showing improvement between two consecutive years but hasn't tracked the data since 2009.

The Wellesley Institute, an urban health organization, recently published a report entitled “Who is making minimum wage in Ontario?” Analysing data collected by StatsCan, the study found that visible minorities were 47 per cent more likely to be working minimum wage jobs than the national average.

This report merely confirmed a commonplace observation in Toronto: visible minority workers are concentrated in lower-paying and lower-skilled jobs. Think about it: how many Caucasian workers have you seen behind the counters of 7-Eleven? And even closer to home: what proportion of your professors at Humber are visible minorities, compared to the workers serving you lunch in the cafeteria?

According to the federal government's Labour Program website, the proportion of visible minorities working management positions is lower than the national average.

“Nationally, 12 workers in 1,000 work in management, while only 7 in 1,000 visible minority workers fall in these occupations,” it states.

A similar trend occurs in supervisory roles. But the share of visible minorities working lower-skilled jobs, such as clerical personnel and manual workers is disproportionately high, according to the federal department. And all this despite the fact that visible minorities in Canada are more likely to have a university degree than the national average (28 per cent to 18 per cent).

This trend is no secret, of course. Canada Supreme Court judge Rosalie Abella chaired a committee in the early '80s to investigate inequality in the workplace. Legislation was necessary, she said, to right a wrong done to four historically marginalized groups: women, Aboriginal people, people with disabilities and visible minorities. Judge Abella's committee laid the groundwork for the Employment Equity Act of 1995.

I wanted to write a story for the Humber Et Cetera last year about how, at Humber, it seems visible minority staff members are not proportionately represented across all job levels. But Humber staff said they couldn't provide me with statistics of this sort.

I found that hard to believe: how could Humber be serious about its employment equity efforts if it didn't keep these statistics? Statistics on the distribution of visible minorities across all skill and pay levels at Humber would allow the college to gauge the extent of the historical inequality, and to address it.

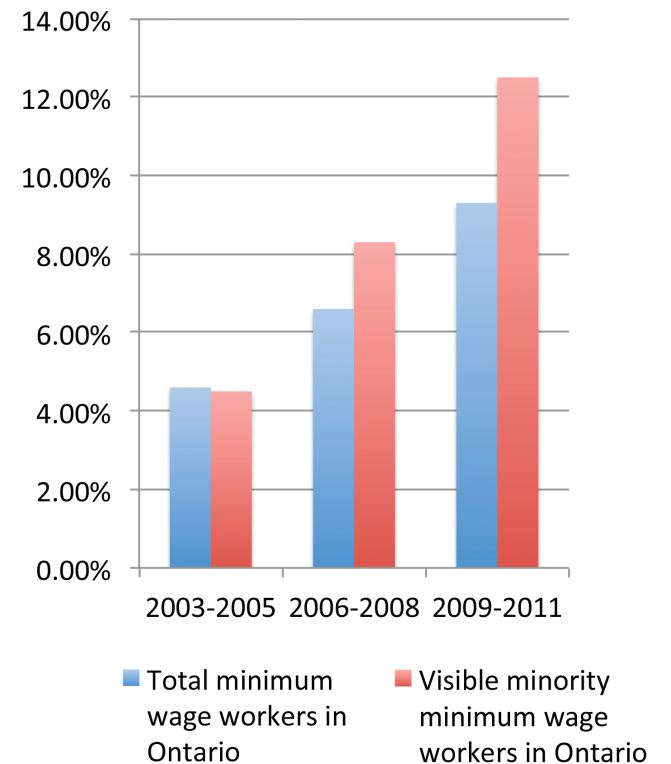
I filed a request for all internal information from Humber on its efforts to address employment equity, especially with respect to visible minorities. The request was made under the Freedom of Information and Protection of Privacy Act (FIPPA), which legally obligates Humber to respond within 30 days. The results were both surprising and disheartening.

Background: Humber's employment equity efforts

Humber has taken steps to address employment equity within its organization. It has been tracking data of its staff through a self-identification questionnaire for around two decades. The questionnaire is voluntary and confidential and allows staff to identify themselves according to ethnicity, disability, gender and, as of last year, sexual orientation.

The questionnaire, found on Humber's website, says, “Under the Employment Equity Act (1995) Humber College adheres to the responsibilities under the Federal Contractors Program (FCP); these responsibilities include collecting data on the representation of designated group members...”

Humber voluntarily complies with the FCP because compliance is only mandatory for organizations that receive federal funding—Ontario colleges do not.



Humber discloses how many visible minorities it employs, but not the level of their employment. This means there is no way of knowing if they are professors making six figures, or clerical personnel making far less. The above figures from StatsCan illustrate the disparity between visible minorities and non visible minorities working minimum wage jobs in Ontario.

“We've followed the spirit of the law,” said vice president of human resources at Humber Deb McCarthy, in an interview last spring.

The FCP is a blueprint of how to establish and monitor employment equity efforts. There are four requirements for adherents to the FCP: collecting employee information, completing an analysis of that information, establishing short and long-term numerical goals, and finally to make “reasonable” efforts and progress based on the first three requirements.

The statistics I was in search of—namely how many visible minorities are on Humber's staff, and what kind of jobs they have—are contained within the first requirements of the FCP. Employment Equity Occupational Groups (EEOG) represent a categorization system that allows an institution to see trends and clusters of job types the four marginalized groups hold. An organization can then compare their stats with stats of available workers in the four groups externally—in the GTA or in Canada. Assigning each employee an EEOG is part of the first requirement of the FCP.

In addition to voluntary compliance with the FCP, Humber has shown other signs of addressing the issue. Humber president and CEO Chris Whitaker told me last spring that Humber needs to be aware of the need to promote diversity from within.

“My premise is always that the workforce should reflect the diversity of the student population...that's an ideal you should work towards,” he said. Whitaker then added that HR personnel involved in hiring at Humber are well aware of this.

In February 2012 the college created the Centre for Diversity, Human Rights and Equity to address, in part, employment equity. A diversity committee was set up, comprised

the numbers gone?

of faculty, HR and students, and meets once a month during the school year to address diversity at all levels of Humber's population. They arrange a host of events to give diversity a visible, prominent presence on campuses.

In 2009, Humber began issuing Human Rights & Diversity annual reports. In its 2009/10 report, former president John Davies said, "...Humber employees must reflect the diversity of our students. This concept of diversity goes well beyond the employment equity legislation." McCarthy, too, was quick to point out that Humber exceeds the legislation in some ways; for example, it includes sexual orientation on the questionnaire.

But my research, and the FIPPA results, reveal that although Humber does exceed legislation in some instances, it doesn't meet the minimum requirements, either. In fact, it fails to meet any of the four requirements.

FIPPA results

In response to my FIPPA request, Humber mailed me over 150 pages of documents.

Included were meeting minutes of the diversity committee from 2009 to 2013, where employment equity was an agenda item. In that span, most monthly meetings addressed the issue, but I received no records of minutes for the 2010/11 school year. There is no evidence, then, that employment equity was discussed at all by the diversity committee for an entire school year.

In response to my request for "all records...pertaining to Humber's voluntary compliance with the FCP," I received one single reference in the 150 pages: the 2009 annual Human Rights & Diversity report contains a brief explanatory blurb of the FCP. There is no other evidence that the college, at any level, has even discussed the FCP, let alone taken it seriously. What's more, there is no evidence that the Centre for Human Rights, Equity and Diversity has anything to do with the FCP, according to the documents. There was no reference of discussions or directives involving the centre and the FCP.

As noted above, the self-identification questionnaire and EEOG assignment are the first requirements of the FCP. The second requirement is a comparison of the internal EEOG statistics with external availability of qualified workers from the four designated groups. This must be done every three years, at a minimum.

Humber's Human Rights & Diversity Annual Reports include these statistics and comparisons from 2008 to 2009, but not since. The recently published 2012/13 report does not have these stats; the minimum three year requirement lapsed with the last school year. Humber is failing to meet the first two requirements of the FCP.

The third requirement of the FCP is to set numerical goals, both short and long-term. This would require a hard mandate: specific, quantifiable policies.

But because Humber's compliance is voluntary, said Nancy Simms, director of the Diversity centre, there is no hard mandate. "The level of rigour required is zero," she said.

Whitaker said: "If a hard mandate means numbers, quantifiable things, I'm not sure we want to do that."

Not having a hard mandate isn't necessarily a sign of bad management, a Toronto labour lawyer explained to me. "It's important to have definite policies, which is why we have the Ontario Human Rights Code...but every mandatory action comes with a price: the cost of enforcement, more HR resources," said Pulat Yunusov. What's more important, he said, is education of staff: "If organizations aren't educated, even if you force them, they will make mistakes. You'll have a spike in complaints, a spike in enforcement, which isn't necessarily

My premise is always that the workforce should reflect the diversity of the student population... that's an ideal you should work towards.

Chris Whitaker
HUMBER PRESIDENT AND CEO

going to translate into a better position for minorities."

The education of Humber's staff comprises the majority of Simms' work. She has put on numerous workshops and training sessions every year since coming to Humber and her efforts are praised by a number of colleagues. But how can Humber track its progress, if not through tools like the EEOGs, which would chart the change in historical injustice done to the four groups?

"The ultimate accountability on an issue like this is, do we feel...from what I'm experiencing and understanding through conversation and observation, that we're doing a good job?" Whitaker said. "I have the opportunity to go to the employee orientations, which we have once a month, and I get to see and meet all the new hires and I would say we're doing a pretty good job addressing those issues."

Employment equity legislation was set up because anecdotal and intuitive assessments can be led astray. We cannot be aware of all of the different influences on our thinking and feeling on any one topic, and corporate executives are certainly not exempt from that. An objective, quantifiable attempt must then be made. Relying on gut feelings and good intentions, historically, has not been enough.

Humber categorically refuses to comply with the third requirement of the FCP.

Finally, it is difficult to see how Humber could meet the fourth requirement—making reasonable efforts and progress—without fulfilling the first three. How can progress be made or measured without relevant statistics and definite goals?

The fourth requirement stipulates that a strategy must be put in place to "ensure a barrier-free workplace." A fact sheet on employment equity found on Humber's website and compiled by Human Resources and Skills Development Canada, says employment equity "is an on-going planning process

used by an employer to identify and eliminate barriers in an organization's employment procedures."

But Humber has never identified the barriers it aims to address through its employment equity efforts. "In terms of an analysis of the barriers that exist, I am not aware...of any historical identification [at the college] as such," Simms said.

Before overcoming a barrier, it stands to reason the barrier must first be identified and defined; but Humber has never done this.

Yet this didn't stop Humber, in its application for the 2013 Canada's Top Employer Award, from writing that the college works with the centre in "the recognition, prevention, and elimination of systemic barriers to equitable education and employment at the college."

Clearly, Humber's constant promotion of its voluntary compliance with the FCP is a useful PR tool—but does it amount to much more than that?

Christa Wilkin, an associate professor in York University's Human Resource Management program, pointed out that barriers begin as a general concept, and then, through data analysis, become specific. "Data can show how many applicants are recruited from certain groups, for example... if something becomes apparent from the numbers, then potential barriers can be identified." Wilkin added that statistics like the EEOGs are crucial. "Humber should be commended on really trying to address this issue, but to be most effective you would have to get down to the nitty gritty level and see if there's discrimination."

Conclusion

Even if Humber isn't meeting the FCP requirements, that doesn't necessarily mean the college is not making serious, sincere efforts towards employment equity. The FCP can offer commonsensical guidelines for an organization to follow, but it doesn't appear Humber is using it for that purpose either.

Another stipulation of the fourth requirement, for example, is for "ongoing senior-level support for employment equity and its implementation." Whitaker echoed this sentiment: "The people who are closest to the work are generally the ones who know what the issues are best, so those are the people we need to hear from and listen to." Whitaker and McCarthy both indicated that employment equity efforts fall under the work of Simms.

But Simms was quick to point out the limits of her responsibilities. "My mandate is really to work towards human rights, and a very minimal scale, employment equity, because we're not mandated," Simms said. "I will spit out a report, or I may spit out some recommendation, but I have no authority or power. So all I do is soft administration."

Simms directed me to Nancey Adamson, manager of employee engagement at Humber, to discuss hiring practices. Adamson said Humber advertises in a number of ethnic community newspapers to attract diverse applicants, as well as attending job fairs and holding events targeting diverse populations. When asked if recruitment officers at Humber have a specific directive to increase representation of visible minorities at all levels of staff, Adamson said, "No, it's just that we try to be fair and equitable in our decisions."

Again: where are the quantifiable measures to ensure decisions are actually fair and equitable—that the historically unjust trend is reversing, or at least being addressed?

Voluntary compliance with legislation is not the problem; but Humber's dedication to improving employment equity within the college is questionable.

"Voluntary compliance works," labour lawyer Yunusov said, "if there's a public shaming element." ■

War on drugs a total failure—and prohibition not the answer

Kat Shermack
SENIOR REPORTER



Last month, the federal government reiterated its refusal to allow heroin addicts to use the illegal drug in their attempts to get clean. Health Minister Rona Ambrose announced the government is closing a “loophole” that allowed clinics to prescribe heroin to addicts as part of a rehabilitation program. Although Health Canada had approved the program, Ambrose said their authorization was in direct opposition to the government’s anti-drug policy.

I get it, Ambrose. I get it, Harper. You don’t like drugs. I’m sure if the Conservatives had their way, anti-drug PSAs would be playing on a loop at every school in the country. But I’d rather they didn’t. The

war on drugs has been lost; it’s time to wave the white flag. I’m not just talking about making it legal to smoke a joint—I think all drugs should be completely legalized.

Before you laugh, hear me out. Legalizing all drugs has the potential to solve a lot of problems, and generate a lot of revenue.

One of the first attempts to institutionalize a worldwide ban on drugs began over 100 years ago in Shanghai. The International Opium Commission convened in 1909 and discussed efforts to eradicate the use and international trade of opium. Last week, the United Nations reported that opium cultivation in Afghanistan is at an all time high. If we aren’t going to win the war on drugs after over a century of fighting it, we are unlikely to ever win it.

The notion of a winnable war on drugs is unrealistic to the point of ridiculousness. People are going to continue to use drugs no matter how many D.A.R.E. campaigns the

government forces on them. People are going to use drugs regardless of whether or not they are illegal. Continuing to fight this unwinnable war is a tremendous waste of taxpayers’ dollars. If we can accept the premise that drug use is inevitable, it only makes sense for the government to step in and regulate it, not prohibit it.

As it stands, those who want to use drugs are forced to buy them from sketchy dudes in bar bathrooms, or from that guy their friend’s roommate’s cousin’s ex-boyfriend knows (not that I’m speaking from experience or anything). Regardless of where one gets their drug of choice, it is impossible to know whether or not they are actually getting what the dealer claims to be selling. There is no way to assess the quality or safety of the drug, and the user is forced to blindly trust someone who won’t even tell them their last name.

If the government were to legalize and then regulate drugs, it could ensure the quality and safety of the

drugs. Drugs purchased on the street are often laced with other dangerous substances, and government regulation could ensure this doesn’t happen. The government would also have the ability to control the quantity of drugs sold to users, something the average drug dealer would never dream of. This would reduce the risk of overdose and misuse of drugs.

When I pitched this story to my colleagues, our news editor asked if I really thought all drugs should be legalized. “All of them?” she asked. “Even... heroin?”

“Even heroin,” I responded.

Although the idea might sound shocking, I think legalizing all drugs, even the “hard” ones, is the best way to keep people safe. It makes no sense to punish those addicted to drugs by putting them in jail. It makes much more sense to provide them with treatment and rehabilitation services where they have access to clean needles and safe quantities of the drug. The use

of heroin has already been proven to be effective in helping addicts get clean. Making the drug illegal is doing much more harm than good.

This is not to mention the illegality of drugs and the flourishing of violent crime, both organized and at street level. The hypocrisy of having legal cigarette and alcohol sales while other drugs remain illegal practically goes without saying. Alcohol especially can be just as harmful, if not more harmful than many illegal drugs.

Those who fear drug legalization will lead to a country of crack heads and junkies only have to look to drugs that are already legal to ease their minds. According to the latest from Health Canada, only 16 per cent of Canadians are smokers, and even fewer engage in high-risk drinking. Just because something is legal, does not necessarily mean it will be used or abused. All it means is that those who do use it will be safer, which is something every government should support.

Hazing turns pro athletes into bullies

Jake Kigar
MANAGING EDITOR



Last month Jonathan Martin, an offensive tackle for the Miami Dolphins, shocked the professional sports world when he decided to leave the team, citing bullying from teammates as the reason for his departure.

Martin was drafted by the team in 2012, and said this past year he has been harassed by teammates, specifically Richie Incognito. Incognito denied his claims saying Martin was

an opportunist who wasn’t telling the truth, but Incognito was ultimately suspended after a series of his violence-tinged voicemails were released which proved he was in the wrong.

While full details of the case and Martin’s official explanation of the situation haven’t been told yet, some teammates have dismissed his claims as nothing serious and just part of the standard hazing that incoming players experience in the National Football League. If that’s the case, the NFL needs to quickly address the physical and mental abuse of players because it brings their tolerance of bullying into question.

Many NFL players are hazed in the form of a rookie tax—an unoffi-

cial, symbolic debt that rookie players pay to their veteran players as a form of initiation. It’s part of paying your dues as an incoming player.

As part of the tax, players are subject to things like picking up bills for team outings and paying for team vacations. It’s not a physical form of hazing, but is certainly damaging to rookie paycheques.

An example of this kind of tax was shown by Dolphins veteran defensive end Jared Odrick earlier this month. Odrick tweeted a picture of a team dinner with the caption, “everything tastes better when rookies pay for it.”

The dinner bill was \$30,000, or, to put it in perspective, 7.5 per cent of a rookie’s annual salary.

Regardless of how much money someone makes, being subjected to pay outrageous bills that make up a significant portion of your salary can be just as straining as being physically bullied. It’s rumored that one of Martin’s harassment claims has to do with a \$15,000 Las Vegas trip bill that he paid, even though he didn’t even go on the trip.

Beyond rookie taxes, other forms of initiation like physical bullying have often been excused as a “toughening up” tactic used on new players. It’s seen as a way to get incoming players into the mindset of the game and to help focus their aggression on the field. It’s this idea that players need to be toughened, which is also causing the major issues between Martin and the Dolphins.

A report from the *South Florida*

Sun-Sentinel newspaper said that this toughening tactic was something the Dolphins coaches asked Incognito to use on Martin because he was lacking the attack attitude they needed from him. They reported that coaches asked Incognito to “toughen up” Martin and “get him into the fold.”

The Dolphins say it’s a form of toughening, but based on Martin’s response it’s safe to say it felt more like bullying to him.

Football is a rough game that requires players to have an intense aggression that isn’t matched in many other sports. It’s unfortunate, however, that in order to obtain the level of “toughness” required, the Dolphins are resorting to promoting harassing tactics. Since Martin left the team, the Miami Dolphins have become the laughing stock of professional sports teams and a highlight of late night comic standups.

This hardly promotes the ‘tough’ persona the team wants to portray.

Stephen Colbert and Jon Stewart have been poking fun at the dysfunctional, last-place Dolphins, using wordplay tactics to make light of the serious bullying situation.

Even outside the comedy realm, Spirit Airlines is getting in on the fun promoting flights out of Florida on their website saying, “Don’t be bullied by high fares. Fly Incognito out of Florida or any place for that matter.”

NFL needs to address the issue, penalizing the Dolphins and taking bullying seriously—or else no one else will. If Martin was a teen being bullied in high school, Colbert or Stewart or Spirit Airlines would have nothing to say on the matter. Let’s move past the idea that hazing rookies in such an aggressive manner is innocent or team building and address it as what it is.

In this day and age, with dangerous school bullying stories often in our newspapers, the NFL needs to set a better example.

QUOTED: What is Movember?

Get your say on our poll this week, at humberetc.com

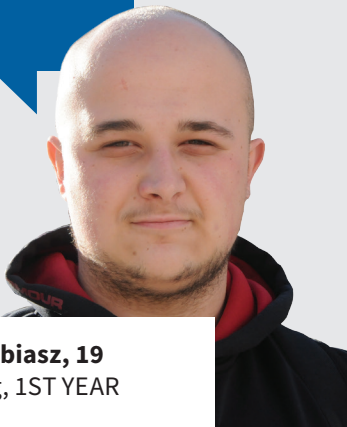


I don’t know, I’m drawing a blank.

Supporting the troops?

It’s about prostate cancer. I support it. My grandfather had prostate cancer.

It’s a good cause. I’m an international student from Jamaica. There, being gay is really taboo, and men feel like they’re gay if they get the check done. It’s uncomfortable but you have to get yourself checked out.



Sebastian Tobiasz, 19
Programming, 1ST YEAR



Kevin Acevedo, 22
Programming, 1ST YEAR



Daine Wallace, 20
Paralegal education, 2ND YEAR

Platini's absurd soccer ideas hurt integrity of 'beautiful game'

Paolo Serpe
SPORTS EDITOR



Michel Platini is at it again. President of UEFA, the European soccer governing body, Platini has put forth a new idea for supporters of the beautiful game to chew on: increasing the World Cup field from 32 teams to 40.

Platini was one of the finest players of his generation; he led France to European Championship success in 1984, captured the European Cup with his club team Juventus in 1985, and claimed the European Footballer of the Year award three years in a row, from 1983 to 1985.

Despite his on-field success—as we've seen before with Diego Maradona, Wayne Gretzky and Michael Jordan—the greatest players, from any sport, often make for the worst coaches and directors.

It's in their DNA I think; the ease in which they see the game is different than other professionals because when the game needed to be won, they simply took the ball, or puck, and got it done themselves. Having that outrageous talent makes it difficult to be tactically astute later as a coach or general manager or president, because having to find different solutions is unnatural to them.

The result is often terrible failures that seemed, at the time, like sure things, such as number one NBA draft pick, and current bust, Kwame Brown.

Looking at Platini's past ideas gives a good indication of this.

Last year, Platini told the world he wanted Euro 2020 to be played across the continent, over 13 different European cities. Imagine that: your home team plays its first game in England, then the next one in Hungary, then Sweden.

How could fans possibly want this? It would be inconceivable to have tens of thousands of sup-



Greek Prime Minister George Papandreou hands Michel Platini a golden UEFA flag in 2011 (Courtesy Antonis Samara via Flickr)

porters from 24 different nations constantly traveling back and forth across Europe for three weeks. And of course, who could possibly afford to do this?

Platini stated it wouldn't hurt the fans because group-stage games would be situated close together, and the semi-finals and finals would be in the same city—well, then, what's the point?

Potential sponsors seem to be in favour, with a spokesperson from Adidas saying, "being in many different locations means being able to showcase our brand across the continent," so, increased commercial exposure and thus profits, of course.

Platini already changed the Euro Cup from a 16-team, two-week long tournament, to a 24-team, three-week long tournament. The new format goes into effect in 2016.

There are barely 16 nations in Europe with quality teams to make a great competition. Not one un-

derdog got out of the group stage at Euro 2012—possibly Greece finishing second above Russia in Group A being the lone exception.

The joint hosts, Ukraine and Poland, who only qualified because they were hosting, managed one win and four goals between them in six matches. Needless to say, both were eliminated before the knockout phase.

Will increasing the tournament to 24 teams improve the quality of play? Absolutely not; it will dilute it to a mediocre level. Remember at Euro 2004 when the tiny nation of Latvia qualified for the first time ever? Well, story lines like that will disappear because countries like this will reach the tournament and subsequently be destroyed every single time.

The frightening thing is that Platini succeeded in increasing Euro Cup to 24 teams, so he very well may succeed in expanding the World Cup to 40 in the end.

This move is about one thing and one thing alone: money. A longer tournament with more nations means more commercial revenue, more exposure, more markets to sell bigger TV rights to, and does virtually nothing for the fans or their countries.

The World Cup is held only once every four years for a reason: the prestige, the difficulty in making it there after a long journey to qualify and the joy and wild celebration when that spot is finally confirmed.

I'm sorry, but I'm *not* sorry about excluding nations that can't get there by merit. Playing three group-stage matches then going home every four years will not help develop soccer in these countries. I don't want to see Germany beat Saudi Arabia 8–0 (like in 2002) as a regular score line. It diminishes the sport.

The UEFA Champions League has already surpassed the World Cup as the best competition in

the world, which was inevitable. Clubs can buy players from whichever country they want to create the strongest possible team, while national teams are of course limited. But this is the very nature of the tournament, much like the Olympics.

Platini is driven by money, but at least he hasn't reached the moronic levels of FIFA president Sepp Blatter, yet.

Of the many stupid things that man has said and done, possibly my favourite was Blatter's suggestion that female players should dress sexier, with "tighter shorts and low cut shirts" to increase the popularity of women's soccer.

Give Platini time though and I'm sure he'll find his way to total absurdity—maybe when he succeeds Blatter as FIFA president in 2014, which seems likely. Meanwhile all of the real lovers of the beautiful game will be waiting in fear of his next great idea.

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Federal grants will fund new concussion research

Government says 40 per cent of brain injuries in youth are due to sport and recreation

Dilara Kurtaran
LIFE REPORTER

The federal government is starting a national initiative to study the impact of concussion on children and youth.

Health Minister Rona Ambrose announced Nov. 4 that \$4.3 million in federal grants will go to 19 new and on-going concussion research projects.

Funded by the Canadian Institutes of Health Research (CIHR), another \$3.2 million has been donated by Defense Research and Development Canada, Ontario Neurotrauma Foundation and Hotchkiss Brain Institute and other sources with the total investment of \$7.5 million.

Humber athletes have to take computerized tests before they start the season and after a concussion occurs in order to make sure they are completely healed and are fine and available to play again.

Jason Powell, dean of the school of health and sciences said the tests are put into place to ensure a player is good enough to play.

"It tests many things but the test is designed that the player is symptom free," said Powell.

According to the Government of Canada, unintentional injuries are the leading cause of death for people under the age of 19 and more than 40 per cent of brain injuries in children and youth aged 10 to 19 years treated in emergency departments are due to sport and recreation activities.

Sanjeev Rampersad, 19, a first-year business administration student at University of Guelph-Humber, had a mild concussion when he was in Grade 10.

"I was playing basketball and went up for a shot and my brother was defending, his elbow went into my face," Rampersad said. "I got a minor concussion and my brother took me to emergency. They checked my eyes and asked me questions. It was hard to sleep at night and I kept vomiting."

Sandra Secord, a Humber nursing professor said some concussions could result in chronic illnesses as seen in long-term results.

According to Brainline.org symptoms of concussion include: headaches, weakness, numbness, decreased coordination or balance, confusion, nausea, slurred speech and vomiting.



Courtesy stock.xchng

20 per cent of Aboriginal children score lower on tests than their peers.

Literacy rates low for Aboriginal kids

Experts say 60 per cent of First Nations people lack the literacy skills they need to keep up in today's society

Hannah Hollingsworth
LIFE REPORTER

A meeting held to discuss low literacy rates among Aboriginal Canadians suggests there are issues with reading materials given to First Nations children.

According to Harvey McCue, chair of the inaugural Aboriginal Reading Policy Roundtable last month at Banff Centre for the Arts, the reading material given to students of Aboriginal heritage is not reflective of their history, which can result in lack of interest in reading.

Other ideas included implementing an Aboriginal storytelling month, a buddy system in Aboriginal schools and school book clubs, McCue told CBC Calgary.

The discussion of more than 40 literacy experts in Banff, Alta. was prompted by a report released in October. It's the first of three meetings that will tackle the issue. The report showed that 60 per cent of Aboriginal Canadians do not have the literacy skills necessary to fully participate in today's society.

The report was released by People for Education, a non-profit organization that works to ensure coverage of education issues in Ontario. The

report also showed that Aboriginal Canadians scored 20 per cent lower on literacy tests than the provincial average.

Julie Valerio, a professor of early childhood education at Humber, said literacy issues need to be tackled.

"We have to look at our learning materials and make sure the child can see themselves in the story or picture," said Valerio. "If the child can't see that, they lose interest."

Alura Neegan, Aboriginal engagement officer at Centennial College, identifies as Cree. Neegan said some scholastic issues might stem from intergenerational trauma.

"I had anxiety about school put into me from a young age by my grandmother [who attended a Residential school], and it stunted me," said Neegan. "Now that I'm older, I can identify why."

Neegan said many First Nations people are living in poverty on reserves, and have basic living concerns that come before education.

Humber offers help to students with literacy issues at the Writing Centre.

"We help anyone in need to the best of our ability," said Kathleen Moritz, a tutor at the Writing Centre.

Women entrepreneurs get boost from WeConnect fund

Opening doors to women for business opportunities now possible from funds

Chantilly Post
LIFE REPORTER

The Canadian government has given more than \$500,000 through a fund to enhance women-led businesses and entrepreneurs.

The project was announced at the Nov. 4-5 conference of WeConnect Canada, a non-profit organization that works with businesses and firms that are controlled, owned and operated by at least 51 per cent of women.

Status of Women Minister, Kellie Leitch said the priorities for women business owners in Canada are growth, jobs, and long-term prosperity. As said in the 2013 Throne Speech, underrepresentation of women in industries such as engineering, technology, and science is a trend that is now being taken into consideration.

The government will now create more opportunities in skilled trades like these for women, aboriginal peoples, minorities and individuals

with disabilities.

"Any amount of attention given to women's issues, especially when it comes to economic development and self sustainability is important," said Lauren Beer, first-year international development student.

Margaret Armour president of Aerobics First, an athletic store based in Halifax, said women have strengths that are different from those of men but equally beneficial.

Armour said "women represent half the population" and they are just as capable as men when it comes to jobs in trades because "women bring a different perspective."

"They're lucky," Michael Ho, a Humber economic professor said, when asked to give advice to women entrepreneurs at Humber.

"Compared to their parents' generation they have much more opportunity open to them because of the legislation and the change in cultural perspective about women in the labour force," said Ho.

Ho also said that there should be no wasted potential, and females who are interested in working trade jobs should get equal access and opportunity.

TO THE NINES

Corey Martinez, 21

MEDIA FOUNDATIONS

When did you start growing your moustache?

I started last November and grew it out since then.

Are you going to shave after Movember?

I might cut it in December. My mom says Santa Claus won't like it.

How do you groom your moustache?

I use pomade and tweezers to pluck stray hairs



By: Alessandra Micieli & Sara Miller

Children's illustrations showcased at Lakeshore L Space Gallery

Tiara Samosir
A&E REPORTER

Canada's top children's book illustrators will be showcasing their award-winning work at Humber's L Space Gallery to Dec. 10.

Ashley Watson, the Lakeshore campus gallery curator, said she has never seen a show focus on just Canadian children illustrations.

"It's going to be interesting. It's something you don't see a lot. It's not mainstream," said Watson.

The Canadian Society for Children's Authors, Illustrators & Performers will be celebrating its 29th annual Packaging Your Imagination conference at the gallery.

CANSCAIP director Jennifer Gordon said more than 70 artworks will be on display in the exhibition, with the aim of celebrating illustrations of Canadian children's literature.

"It's really good to have them [illustrations] on display so people realize there are a lot of talents in Canada," said Barbara Reid, one of the artists being showcased. "It's the art that you can read. Any age can enjoy that."

Reid, the illustrator of *The Night Before Christmas* by Clement C. Moore, said she is positive the annual event will be fantastic. She said by seeing the artwork in real life, people will appreciate the work and maybe would like to try it.

The illustrations from *Splinters* by author and illustrator Kevin Sylvester will also be on display in the exhibition. CBC radio personality Sylvester said he was blown away when he heard the news his illustrations were chosen to represent some of Canada's children book illustrators.

Although he says he believes the art in this book is his best work so far, he is still excited to see the works from other artists.

"It [the conference] is going to be like going to museum. The artworks are beautiful and it's not often to see only the picture up in the wall. You can see the brushes. What I do is stealing ideas from there," said Sylvester.

Skink on the Brink illustrator Suzanne Del Rizzo said this is her first time showcasing her illustrations. She hopes the artworks can inspire the audience.

"This is a profession that exists and is going well. A profession that student who are graduating won't think of," said Rizzo.

CANSCAIP's 29th annual Packaging Your Imagination in the L Space Gallery will run until Dec. 10 from 9 a.m. to 5 p.m. daily.



Vanessa Marciano

Humber students walked the runway wearing a favourite piece from their own wardrobes.

Arts show helps youth 'Feel Good'

Vanessa Marciano
A&E REPORTER

Humber College's fashion arts students put together four unique fashion seminars in the Fashion Rap Sessions at the North campus on Nov. 12, showcasing models, guest speakers and stunning looks.

Chelsea Trudel, a second-year fashion arts student, was the strategic planner for the day's first fashion presentation, Feel Good Fashion.

"We wanted to show students that they can feel confident and show them you can feel good in your own self by the clothes that you wear," she said.

Models sported an item from their closet that made them feel confident on the runway, ranging from dresses, suits, scarves, and handbags.

Peter Chrisostomou, a second-year food and nutrition management student, was one of the three speakers for Feel Good Fashion.

"Nutrition is at the core of a healthy lifestyle," Chrisostomou stressed. "If you have a solid nutrition, work with what you put inside your body, then you can work on everything else after that, from your external to self-confidence," he said.

Additional speakers were beauty representative Joanne Kulha and fitness instructor Leigh Gavarkovs.

Feel Good Fashion was presented by Lisa Delorme and Kristy Wieber, co-founder and president of Rent Frock Repeat. The latter delivers high end fashion from the runway to customers' wardrobes with a low rental fee, instead of buying the item and never wearing it again.

Following the show, audience members had the chance to check out different booths and get tips on how to stay active with health and wellness, then glamor up with beauty.

Concrete Jungle, another seminar of the Fashion Rap Sessions, brought the creative streets of Toronto and fashion together with a graffiti art vibe. Students knew how to keep their audience engaged with spoken word artist Deuce, graffiti artist Jelin and a Toronto street band, Nozo.

Some of the models who walked the show were professional models while others were Humber students, who already had agents.

The students have been in preparation for the event since early September and said the final result of their group project was a proud moment for them all, noting they were able to have first-hand insight on the industry as a whole.

ABORIGINAL POW WOW, BREAKING BAD STAR AT HUMBER NORTH CAMPUS



Thomas Rohner

Dancers help celebrate Aboriginal Education Month which is marked in November in the Greater Toronto Area. The group performed in the North campus Student Centre on Nov. 14 as part of the activities engaging the Aboriginal community with Toronto District School Board and others.



Jessica Paiva

Breaking Bad star RJ Mitte came to Humber's North and Lakeshore campuses to meet fans and answer questions. Andrew Budish (right), 21, a fourth year media studies student at Guelph-Humber, said he's been looking forward to the event for weeks. "I marathoned the show first semester of last year and I got hooked."

— TORONTO EVENTS THIS WEEK —

TODAY	18	TUESDAY	19	WEDNESDAY	20	THURSDAY	21	FRIDAY	22	SATURDAY	23	SUNDAY	24
UnCovered		Romeo & Juliet		Wednesday Night Dances		Planet in Focus		Christmas Show		Indie Radio Gala		ZARDOZ	
Acting Up Stage's annual concert presents covers of the music of Sting and The Police at Koerner Hall.		Youth theatre company BASH'd is performing the famous Shakespeare play at 3030 Dundas West in the Junction.		Toronto Social Dance School in Thornhill is holding drop-in ballroom and latin dance classes for \$8.		The 14th annual Planet in Focus Environmental Film Festival will be playing over 70 environmental films at TIFF Bell Lightbox.		The International Centre in Mississauga is hosting their 9th annual christmas show featuring gifts, decor and entertaining ideas.		Measure nightclub is celebrating indie rock music with undiscovered, upcoming artists.		The Office Pub is screening ZARDOZ, as part of their Bad Movie Night. Admission is free at doors open at 7 p.m.	

Yaraghi in Theatre Francais' Les Zinspires

Hermione Wilson
SENIOR REPORTER

Humber grad Bahareh Yaraghi will be appearing in Théâtre Francais de Toronto's *Les Zinspirés*, a project that takes short stories written by high school students and turns them into scenes of a play.

Among other roles, Yaraghi takes on the lead role in *L'autre bout du monde* (*The Other Side of the World*), in which a young Canadian woman, Nesrine, witnesses a terrorist attack during a visit to the unnamed middle-eastern country of her birth.

The scene is based on a short story by Célia Ferrag, a student at *École secondaire*

Étienne-Brûlé in Toronto. Ferrag is from Algeria.

"Thank God we found her," says director Pierre Simpson of Yaraghi. He was holding out for a young middle-eastern woman who could credibly portray the character of Nesrine.

"She's so precise in her acting and she [is so] emotional and sensitive but yet really intelligent," said Simpson.

"I'm performing in French for the first time, which is super amazing and... I'm telling a story which I kind of lived myself," said Yaraghi, when asked what attracted her to the project. The actress moved to Vancouver, B.C., from Iran when she was eight.

"I performed as a kid constantly. I was the clown of the family," said Yaraghi, "but growing up you never think that being an actor or acting could actually be a legitimate career."

"When Bahareh came here she was very clear that she wanted to investigate all the things she didn't know how to do," said program director Paul de Jong of his former student.

"She was incredibly focused. She wasn't afraid to fail, she would just try anything to get better at her craft," he said.

De Jong has followed Yaraghi's career since she graduated from Humber in 2010. "She's just a powerhouse of



Hermione Wilson

Actress Bahareh Yaraghi portrays a young woman recounting a traumatic tale in Théâtre Francais de Toronto's *Les Zinspirés*.

an actor. She's able to connect viscerally and emotionally to material in really deep, profound ways," said de Jong.

"I couldn't be happier with

my training [at Humber]," said Yaraghi. "I never thought that physical theatre was something I could do or enjoy, but it's actually one of my

favourite things to do now." Théâtre Francais de Toronto will present *Les Zinspirés* at the Berkely Street Theatre beginning Nov. 18 to 22.

Etobicoke grad gets \$40,000 Oscar Peterson jazz award

Viktoria Sciacca
A&E REPORTER

Former Humber student Michael Shanahan has been awarded the \$40,000 Oscar Peterson Scholarship Award by York University for his exceptional guitar-playing skills.

The entrance scholarship provides a student \$10,000 a year for up to four years at York University in their jazz performance program.

"To be eligible, students must demonstrate exceptional musical ability, especially in the field of jazz performance," said Ron Westray, the Oscar Peterson Chair in jazz performance at York.

Westray chose 20-year-old Shanahan as the recipient of the award. He said he was amazed with Shanahan's natural admiration for blues music, something he said the average applicant didn't have.

"He has a great maturity in his [music] playing," said Westray. "He's also a great leader."

Shanahan was born in

Montreal, and currently lives in Etobicoke. He has been playing guitar for five years and specializes in jazz music. He is currently recording an album with a newly formed band that is under his name.

"I was in complete shock when I found out [about the award]," said Shanahan. "I was staring at the email for a good 10 minutes."

Shanahan attended the Humber Community Music School for four years and he said his classes from Humber helped him win the award.

"Humber has helped me a lot," said Shanahan. "They taught me the basics behind blues, and the language of jazz... I gained a lot out of it."

"Michael could read music before he learned to read words," said Bernadette Shanahan, Shanahan's mother.

His mother was 'absolutely delighted' to hear about the award, and believes it was well deserved.

The Oscar Peterson Scholarship Gala was held Nov. 8 at the Tribute Communities Recital Hall in honour of Shanahan.

Westray said the gala provides an opportunity to celebrate the creation of the Oscar Peterson Scholarship in music, honours the scholarship's recipients, and gives thanks all those who have made the scholarship possible.

Oscar Peterson was a famous composer born in Montreal in 1925. Peterson composed more than 400 pieces and worked with famous musicians such as Ray Brown and Ella Fitzgerald. Peterson received eight Grammy Awards, and his 'Hymn To Freedom' became one of the crusade songs that led the Civil Rights Movement by Martin Luther King Jr.. Peterson served as York University's fifth chancellor from 1991 to 1994, and was regularly involved in the York music program. Peterson later died of kidney failure in his Mississauga home in 2007.

Canadian citizens from Ontario who maintain a high academic standing are eligible to apply for the Oscar Peterson Scholarship Award.

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Ear muffs should be your go-to fashion accessory this winter. Stay warm while you block outside noise. You don't need the headache.



CAPRICORN
DEC. 21 - JAN. 19
Your mind seems to disappear. Invest in mittens on a string. That'll be one less thing to worry about this winter.



AQUARIUS
JAN. 20 - FEB. 19
You're too cool for winter fashion. Get a beer helmet; that way your beer will be chilled too.



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FEB. 20 - MAR. 20
We don't expect much from your fashion sense. So go ahead and grab those Uggs. We won't judge. Yes we will.



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You like attention. You like to show-off. Wear your ski mask indoors and you'll get all the attention you're looking for.



CANCER
JUN. 21 - JUL. 22
Stay warm in some fashionable snow pants this winter. But remember to go pee before you put them on. And number two. Or a diaper.



LEO
JUL. 23 - AUG. 22
Don't neglect your neck this winter, invest in a dickie or two. But why stop there? Buy the rest of the shirt.

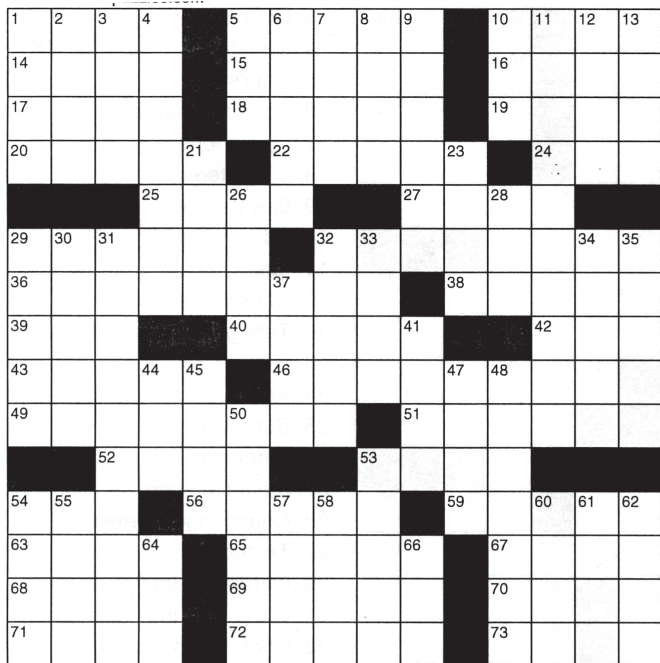


VIRGO
AUG. 23 - SEPT. 21
Wool socks are key to keep your feet warm. You'll get smelly feet, but so what? It doesn't bother you. Just use more cologne/perfume.



LIBRA
SEPT. 22 - OCT. 22
What better way to leave your mark than with some fashionable snowshoes? They'll keep you skipping along this winter, and not let you sink into your miserable self.

CROSSWORD BY BOATLOADPUZZLES.COM



DOWN

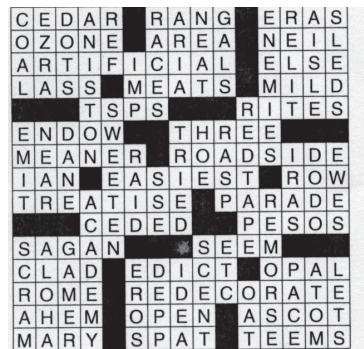
1. Skin
2. First garden
3. Show the way
4. Artist's board
5. Ocean
6. Toil
7. Wrinkle remover
8. Hint for Holmes
9. Real ____
10. Vane letters
11. Speed up
12. Stadium cheers
13. Rigid support
21. Active person
23. Goof off
26. Coffee vessels
28. Grand ____ Opry
29. Italian staple
30. Rock star ____ John
31. Writing paper
32. Got up
33. Duration
34. Professional speedster
35. Winter toys
37. Actress ____ Bancroft
41. Ceramic piece
44. Doctors' gp.
45. Not punctual
47. Ark builder
48. Dancer Fred ____
50. Menace
53. Flat cap
54. File
55. Diva's song
57. Wheel shaft
58. Groups
60. Customer
61. Rip apart
62. Slithery swimmers
64. Braying beast
66. Effort

ACROSS

1. Aid
5. Pie portion
10. Wyatt ____
14. Brainstorm
15. British noblemen
16. Injury memento
17. Distribute cards
18. Concerning
19. Canyon effect
20. Stopped
22. Laker Shaquille ____
24. Clairvoyant's letters
25. Sightseeing trip
27. Hammer or screwdriver
29. Annoy
32. Thieves
36. Take turns
38. Untamed
39. Train stop (abbr.)
40. Nasal sound
42. Flying hero
43. Entire
46. Proposed as a candidate
49. Like "Toy Story", e.g.
51. Defeated ones
52. Pledge
53. Defeat
54. Fled
56. Remove
59. ____ couture
63. Neighborhood
65. Put forth
67. Enlightened one's words (2 wds.)
68. Misters
69. Change
70. Actual
71. Remits funds
72. Irritable
73. Blunders

ANSWERS

Previous issue

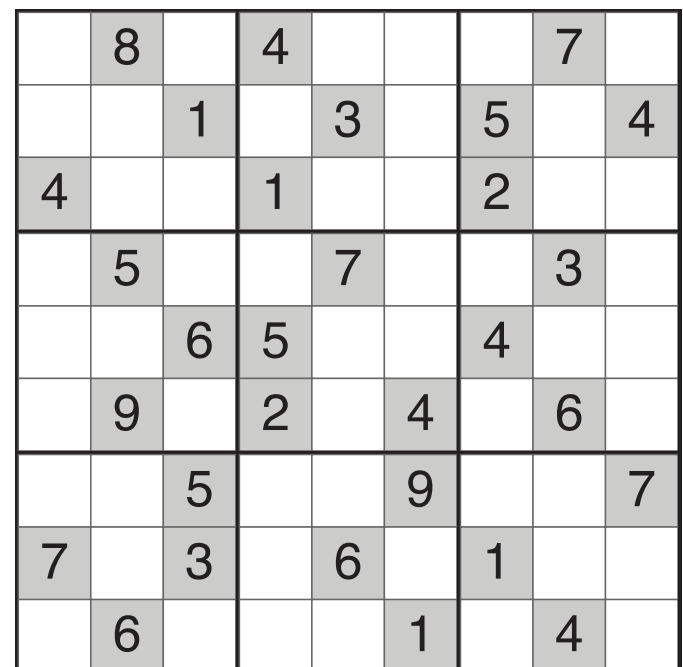


7	9	1	6	3	4	5	2	8
4	2	5	7	1	8	3	9	6
8	6	3	9	2	5	7	1	4
2	5	4	1	7	3	6	8	9
1	7	6	2	8	9	4	3	5
3	8	9	5	4	6	2	7	1
6	4	8	3	9	2	1	5	7
9	1	2	4	5	7	8	6	3
5	3	7	8	6	1	9	4	2

Find the answers to this week's puzzles in the next issue or visit humberetc.com/games or scan the QR code!



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CCAA CROSS COUNTRY NATIONAL RACES



Courtesy Peter Davey

Humber College was host to the 2013 CCAA Cross Country National Championships on Nov. 10. Despite a thrilling day of races, the only Hawks to reach the podium were the men's team, who captured a silver medal, their best ever result. The women placed fifth. In the women's individual race, Grant MacEwan's Lesley Koopman and Vanessa Trofimenkoff passed Concordia's Marriya Jenkins in the final stretch to claim the gold and silver medals (bottom).



Earl Abalajon

Gibson Eduful goes up strong over the Niagara defence.

Men's squad firing on all cylinders

Basketball Hawks continue strong start with dominant 32-point win over winless Niagara

Earl Abalajon
NEWS REPORTER

ley, 24, first-year fitness and health student.

The Humber Hawks men's basketball team extended their winning streak to three games after securing an easy 86-53 victory over the Niagara Knights.

The now 5-1 Hawks are starting to gain momentum, coming off two convincing wins against Cambrian and Fanshawe College. The 56-point rout of Cambrian was Humber's largest margin of victory of the season, 102-46.

Humber came into half-time only leading 41-38. The Knights managed to stay in the game by out-rebounding the Hawks' guards.

"The first half we were slow on rebounds," said player of the game R. J. Ramirez, 19, first-year travel and tourism student, who lead the team with 20 points. "Coach told us guards to rebound the ball more, so we picked it up second half and dominated on the boards."

Forwards Brett Nuemann and Chad Bewley each had nine rebounds, as the Hawks came into the second half with more intensity on the defensive end.

"Coach really got on us after the first half, we're the bigger team and we should be getting the boards," said Bew-

ley, 24, first-year fitness and health student. Consecutive three-pointers by Gibson Eduful and Greg Edelsward early into the third quarter sparked an 18-0 run, broke the game wide open, giving the Hawks a double-digit lead.

"They came out and played like they wanted it more, and they did," said Niagara head coach Steve Atkins. "We had all kinds of opportunities to stick the ball down deep, but just couldn't knock it down."

Humber head coach Shawn Collins said their effort in the first half was unacceptable, but praised his young squad's efforts heading into the third quarter.

"Give credit to our young guys... we came out with a certain amount of energy, and we held them to 15 points [in the second half] versus 38 in the first half," said Collins.

The Hawks are hoping to take this momentum into their next game at Sheridan College tomorrow. It will be the first meeting of the season between the top two teams in the OCAA West division, with Sheridan sitting in first place undefeated.

"It's a big rivalry, it's like a Duke versus North Carolina game," said Ramirez. "We're trying to get the whole city out, come hard, and come out with the W."

Men's, women's rugby hit finals

Abdikarim Hashi
SPORTS REPORTER

Humber's men's and women's rugby teams have advanced to the OCAA championship games.

The men faced Conestoga College for the third time this season and came up victorious with a score of 30-0, while the women came away with a 52-5 success over Fleming College in games on Nov. 10.

Both teams battled their Algonquin counterparts for OCAA gold on Sunday, after the *Humber Et Cetera* went to press.

As it's been throughout the season for these two powerhouse squads, the wins were total team efforts. For the women, eight different players scored tries, while five contributed for the men. The defensive end was relentless in protecting the huge leads as well.

"Well our defence stayed solid throughout the game, with Conestoga unable to score a single point," said Justin Graham, who plays lock for the men's team. The team held its ground whenever



Abdikarim Hashi

Hawks women's rugby team, in yellow, dominated Fleming College in 52-5 semi-final victory on Nov. 10, reaching OCAA finals.

Conestoga made a charge, causing turnovers and stealing the ball at will.

"Offensively there are some things that we need to work on," the first year fitness health promotion student said, "but I feel confident about bringing

the title home."

Andre Rose-Green, assistant coach for the men's team, wasn't too pleased with what he saw on the field despite the win, and knows his players have to avoid the silly mistakes they made against

Conestoga.

"We'll need to play a better game if we want to repeat as champions this year," said Rose-Green.

The return of Captain Jason Chuck would provide a huge boost to the squad but

his status is still unknown. Chuck was scheduled to be back in action by Oct. 24, but it hasn't been possible.

The women's team is also en route to another OCAA title, but they have no intention of sharing with Algonquin

this season. Maire Balzan was one of the many stand-out performers against Fleming. She sees her team in perfect harmony when it matters most.

"I think we really pulled together as a team, we supported every run, ran our plays, and did everything we set out to do," said Balzan, third year Kinesiology. "I was proud to see the girls work together the way they did."

Brett McCully, head coach of the women's team, knows that in order to win the championship his players will need to forget about being undefeated and focus on this, the final, and most important game of the season. He knows they have what it takes, it's just a matter of finishing the job now.

"I'm confident that we could win a (non-shared) title against Algonquin this year," said McCully.

The Hawks women will be looking for the second straight, and first sole gold medal in three years of OCAA rugby, while the men are three-time defending champions, with every intention of making it four.

Sports games raise funds for charity

Vanessa Marciano
A&E REPORTER

Humber College students are organizing two separate sports-related events at the North campus to raise funds in support of the Children's Wish Foundation of Canada.

The foundation is a non-profit organization that helps fulfill wishes for children diagnosed with life-threatening illnesses. This year, they have passed the 20,000 mark, but there are still many wishes yet to be granted.

Shoot For A Wish, a three-on-three basketball tournament, will be held in the Humber North campus gym today from 12 p.m. to 3 p.m. Each game will last 10 minutes and schedules will be based on students' timetables.

Rebecca Knight-Beno, a second-year event planning student, said her event execution course has been a great learning experience.

"With most events we get a budget, but this one we weren't allowed to spend one penny, so it makes it harder to get people out," Knight-Beno said.

Dodge For Dreams will



Courtesy Zoe Clifton

Humber's event planning students organized the events.

take place tomorrow in North campus gym as well, from 10:30 a.m. to 3:30 p.m. and will include five mini tournaments, team prizes and participant gifts. Teams will be limited to groups of five and there will be a registration fee of \$25 per team.

Zoe Clifton, a second-year event planning student working on Dodge For Dreams, said this is also the only dodge ball event planned at Humber this year.

"We thought it would be a great event because we're not limiting it to people's skills. It'll be a lot of fun and take you back to your childhood," Clifton said.

Both events have already

been raising money by selling goodies at bake sales set up in the Student Centre.

The impact of these wishes are significant for the children and their families to have something to focus on, rather than hospital visits, chemotherapy and non-stop treatment.

The average cost of one wish is now \$10,000.

"To really put it into context, if we have 600 pending wishes right now, every penny that Humber College is raising is having a significant impact on us," said Sandra Gregory, Children's Wish Communications Specialist.

Online donations can be made at childrenswish.ca.

A PUBLIC SEMINAR ON CHANGES TO CANADA'S IMMIGRATION LAWS

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- Spousal sponsorships and appeals
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Main Floor Classroom – Building "T" – Humber College North Campus,
203 Humber College Boulevard, Nov.23 or Nov.30 from 1 p.m. to 2 p.m.

– HAWKS SCOREBOARD –

MEN'S SOCCER	CROSS COUNTRY	MEN'S VOLLEYBALL	WOMEN'S VOLLEYBALL	MEN'S BASKETBALL	WOMEN'S BASKETBALL
Humber - CCAA NATIONAL CHAMPIONS	Humber - CCAA NATIONAL MEN'S TEAM SILVER MEDAL	1. Niagara 12 pts 2. Humber 8 pts 3. Fanshawe 6 pts 4. St. Clair 6 pts	1. Humber 10 pts 2. Fanshawe 8 pts 2. Niagara 6 pts 4. St. Clair 6 pts	1. Sheridan 12 pts 2. Humber 10 pts 3. Mohawk 8 pts 4. Fanshawe 6 pts	1. Humber 12 pts 2. Mohawk 8 pts 3. Niagara 8 pts 4. St. Clair 8 pts

Men's team continues national soccer reign

George Halim
SENIOR SPORTS REPORTER

Humber men are kings of Canadian collegiate soccer once again.

The Humber Hawks Varsity squad captured their second consecutive Canadian Collegiate Athletic Association gold medal with wins over University of New Brunswick Saint John, Northern Alberta Institute of Technology and in the final, Thompson River University.

In the process, they scored eight goals and conceded just two – one coming from the penalty spot.

For team captain and senior player Mario Orestano, it was a perfect ending to a dream season.

"It's pretty unbelievable that after five years I got to be in a national championship and win with this great team," he said.

Orestano took a leave of absence last season after being called up to play for Toronto FC's reserve squad, thus missing out on Humber's first national gold medal since 2001.

"It feels amazing," Orestano said, adding, "to have won and end a career with a national championship."

The week-long tournament began with top-seeded Humber playing the host UNB Saint John.

Humber won 2-1, but the general feel was that it was their toughest competition of



George Halim

Humber lost only one game all season, early on to Niagara, then proceeded to win the West division and reclaim both their OCAA and CCAA crowns.

the tournament.

Saint John head coach Jason Brown acknowledged the daunting task at hand, calling Humber a fantastic, dynamic, skillful team, but commended his players on a hard fought battle against the nation's top seed.

"All things considered, we did pretty good," he said. "When you play the number one team in the country it's always a huge challenge for us."

In the semi-final, Humber took on a familiar rival,

NAIT, who eliminated Humber from gold medal contention in 2010 and 2011.

This time around, Humber controlled the play from start to finish, with a jaw-dropping 86 per cent of ball possession, cruising to a 4-1 victory.

"That's one of the reasons we came out hard," said co-captain Augustin de Medina. "If we had lost, it would have been the third time these guys eliminated us."

In the championship match, it was a battle between the best

in the West, TRU Wolfpack, and the best in the East.

Both teams came in undefeated on the week, with TRU ranked second nationally.

British Columbia's representative also had CCAA player of the year, Justin Wallace on their side, who tallied 12 goals in 14 games. Teammate Oriole Torres finished second with 10.

"There's no question that Justin's performance had a strong impact on his team," said Jim Loughlin, CCAA

men's soccer convener. "He's got an impressive scoring record in a strong conference, especially as a midfielder player."

Nevertheless, Humber took over the championship with a 2-0 victory, despite receiving a red card.

As a team, Humber scored 23 total goals in the regular season and playoffs.

First-year head coach Michael Aquino relished the moment, saying good players make coaches look good, and that's exactly what happened.

"It's something I would have never imagined in my best dreams," Aquino said. "As any coach knows at any level, it's difficult to win, so any time you can bring a team together from point A to point B and win a championship it's just incredible."

Marcos Nunes, Michael Krzeminski and Tristan Jackman were all recognized as championship all-stars, while Nunes was also named Most Valuable Player of the tournament.

Women's basketball team extends undefeated start to season

Sharma's squad stay perfect in West division but Nofuente will miss significant game time

Ryan Poirier
SPORTS REPORTER

With another win at home, 64-56 over Niagara College, the Humber Hawks' women's basketball team extended their winning streak to six games and remain undefeated this season.

The Hawks started off the game at a very slow pace and only managed to score a single basket through the first seven minutes of play. They found a way to pick up their offensive game in the second quarter, however.

The player of the game, small forward Natalie Hago-

pian, was able to motivate the team after knocking down three triples in the first two quarters, as Humber led 34-20 going into halftime.

With only three points in the first half, power forward Aleena Domingo, 20, knew she needed to step up her game and came into the third quarter on a mission, scoring eight points in the first four minutes. The scoring did not stop there for Domingo as

she finished the game with a total of 24 points.

"I was just tired of making mistakes for my team," the second-year fitness and health student said. "I wanted to do better for them in the second half."

The Hawks finished the game with only 13 fouls, which Humber coach Ajay Sharma believes is a big part of playing good basketball.

"I don't want to make a team

any better by putting them on the foul line," Sharma said. "I couldn't go to any coaching conference or clinic and learn how to stop that shot."

The Hawks played their first game without leading scorer Cassandra Nofuente, 19, first-year recreation and leisure, who suffered a scary moment on Nov. 6 against Fanshawe College when she fell to the floor holding her knee.

Luckily for the rookie

point guard, she didn't suffer an ACL injury. Her ligaments were stretched though and there was a lot of swelling, so she'll have to see the doctor again in two weeks to find out the extent of the injury.

"I'll be out for two to three months depending how well I recover," Nofuente said.

The Hawks will go on the road to Brampton on Nov. 19 to face off with the 3-3 Sheridan Bruins.