

WE ARE MAKING A DIFFERENCE

SOC&COM

**New CYC Course
on Disability
Justice**

CE COURSES FOR STAFF

**Spotlight on
Community Partners**

**Social
Innovation
Survey**

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Conference**

and more!

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**WE ARE
FUTURE FOCUSED**

Letter from the Senior Dean and Principal, Lakeshore Campus

As we head into what has to be the early days of Spring, perhaps just wishful thinking on my part, I want to highlight the many wellnesses and professional development opportunities we have and will be engaging in to ensure a healthy, balanced work life in the face of what seems to be a never-ending journey of change both locally and internationally. Despite it all, our Lakeshore Humber community continues to thrive and place supporting our learners in the center of all that they do.

In this edition of SOC&COM, I am excited to share with you the ongoing foundational work associated with the development of the Centre for Social Innovation (CSI). We are excited to share those findings with you in this edition. I was so impressed to note that over half of all respondents could see themselves directly participating in CSI efforts. The planning for the Centre for Social Innovation will be wrapping up later this month, so I will keep you posted as this highly integrated approach touches all of the Humber community.

It's always exciting for the curriculum to reflect the social justice philosophy of the FSCS through integration of evolving themes. The Child and Youth program's course Disability Justice, offered for the first time this fall, places disability as an overarching framework for healing and helping in the humanities. This natural next step to the preparation of our learners speaks to the commitment of our faculty teams to always prepare our students well for their future careers.

It is wonderful to profile our ongoing partnerships with our community that support our students with meaningful work integrated learning opportunities (WIL). It is WIL month, and we have a variety of plans in place to celebrate and spotlight these activities. Thanks to Mackenzie Health, Monarch House-Oakville and Addiction Rehab Toronto profiled in this edition.

On the International front, our own Stephanie Byer, Manager, International and Strategic initiatives from the Principal's office attended the CCID Conference to share our COIL (Collaborative Online International Learning) initiatives with an international audience. Dissemination of our innovative approaches provides a great forum for further networking and collaboration with future partners. Global summer school is back, which provides incredible opportunities for our students here and abroad, it's a real sign that the world is opening to travel once again.

Ongoing research efforts at FSCS have resulted in us being named the # 2 Research College of 2021 across the country and # 1 in Ontario on Canada's Top 50 Research Colleges of 2021 list. Congratulations to all our faculty researchers and their teams; FSCS contributions to funded research in social innovation was a large part of that success.

Until we chat again,
June MacDonald-Jenkins
Senior Dean, Faculty of Social and Community Services
Principal of Lakeshore Campus
Humber College

Program & Faculty Highlights

CYC Course on Disability Justice

**Forensic Identification
Labs on Campus**

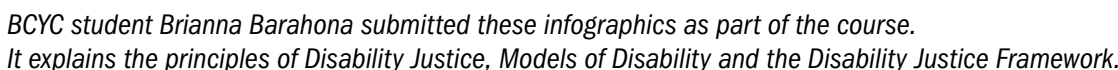
CE Courses for Staff

**Orangeville Archives
Launched**



The **Bachelors Program in Child and Youth Care (B-CYC)** offered an innovative course in **Disability and Child and Youth Care** for the first time in Fall 2021. Disability Justice is a social justice movement that centers disability as an overarching framework for healing and helping in the humanities. As CYC evolves into a trauma centered, Equality, Diversity and Inclusion (EDI) based, evidenced-informed approach, the faculty in the CYC program felt that it was time to introduce a framework to disability to 3rd year students in the B-CYC program that would challenge the identity of the professional, the tightly woven ideas of care, help, and disability, as they apply to the identity of the young person and practitioner.

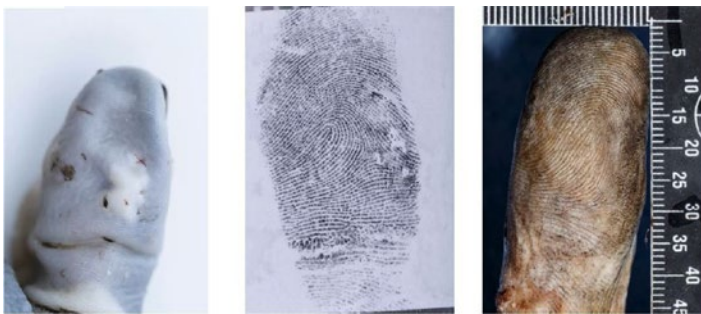
Learn more about Disability Justice on **Holly Hudson's website** and **Mary Ivans' website**.



Forensic Identification Labs on Campus

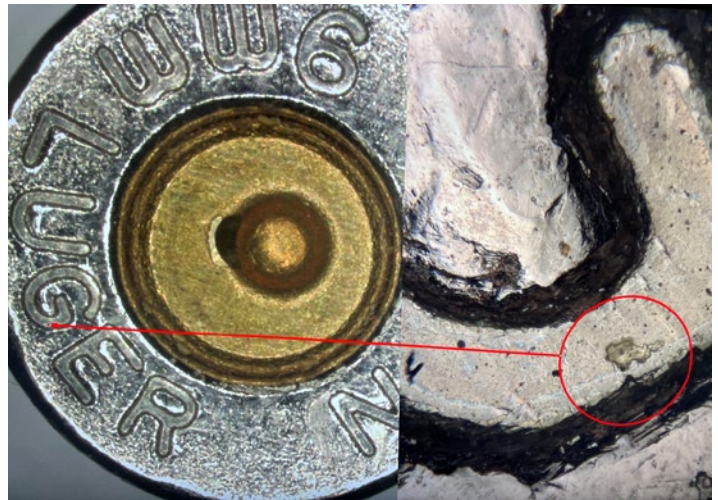
Students in the **Forensic Identification (FI)** postgraduate program have been participating in some exciting labs on campus this semester.

As part of the Death Investigation course, students are learning techniques and skills to systematically process a death scene. Specifically, students are learning how to rehydrate mummified fingers from experts at the **Centre of Forensic Science Pathology**. This fingerprint picture below shows what the rehydration technique looks like – it produced a successful fingerprint image for comparison to confirm Identification.



Another course in the FI program, titled “Advanced Friction Ridge Development” offers students an exciting opportunity for experiential learning with Instructor Dennis Buligan, an expert in forensics. This course is focused on learning the techniques required to analyze, develop and evaluate crime scene fingerprints, utilizing a variety of chemical and photographic procedures. Instructor Buligan has focused parts of this course on the techniques used to examine striation markings on a cartridge case, using our new **Keyence 4K microscope**. The photos on the right, demonstrate the power of this microscope, and how it is used to examine a cartridge case to find small yet important markings and indentations that aid in forensic investigations.

Courses like this continue to advance learning through hands-on experiences.





CE Courses for Staff

As part of Humber's **Professional Development policy**, staff can take advantage of a variety of funded courses, at a reduced tuition cost of only \$20 per course.

Ayesha Amin, Global Learning and Strategic Initiatives Coordinator at the Faculty of Social and Community Services (FSCS), is currently enrolled in her second CE course, ASL 102, through this opportunity.

"I knew I wanted to take a CE course but wasn't sure which one to take. I decided to try **ASL 101** last semester, and I really enjoyed it. I met other Humber staff and students

from across the college, and people from totally different walks of life who I would have never met, that have become buddies of mine. I learned a good foundation for ASL and enjoyed practicing it a lot, so I signed up for **ASL 102** this semester."

There are many courses that are available through different Faculties, to staff who meet eligibility criteria. Interested staff can have a look at **courses available each semester here** and contact the **Office of the Registrar** to inquire about courses they may be interested in.

Orangeville Archives Launched

After 15 years, Humber's **Orangeville campus closed its doors** in Summer 2021, but memories from it will live on, with a newly launched **online Archive** on Archeion, a portal operated by the **Archives Association of Ontario (AAO)**. With archived material including photos from the campus, and documents on charity events, facilities and planning, administration, and marketing and communications available, the history of the campus can be revisited online. Other archived collections of Humber's history can be found on the **Humber Archives website** which hosts a repository of photos, student publications, oral histories, and more.



Work-Integrated Learning & Community Partners

SPOTLIGHT ON COMMUNITY PARTNERS:

- Mackenzie Health
- Monarch House
- Addiction Rehab Toronto

Securing Field Experience Process

Welcome to the WIL Centre

Do you want to know more about Work-Integrated Learning (WIL) at Humber and understand the differences between Internships, Field Experiences, Co-ops, and Mandatory Professional Practicums? Humber has a new **Work-Integrated Learning website!** Across Humber, there are six different Faculties that provide a range of Work-Integrated Learning opportunities for students and partner organizations to work together. On the website you can learn about WIL at Humber, read WIL success stories, as well as find information for partners and

students alike on how to participate in WIL.

Along with Humber's new WIL website, there is also a language update to help align and clarify what FSCS students are required to do for WIL. What was previously referred to as placements or internships will now be commonly referred to as Field Experiences where "students engage in intensive experiences related to their field of study or career goals to build their skills, knowledge and abilities".

Spotlight on Community Partners

Bachelor of Behavioural Science (BBS) community partners continue to engage Humber students through virtual and on-site Work-Integrated Learning experiences and have been providing exceptional experiences for students. BBS students have opportunities to work with and learn directly from professionals in the field who focus on improving lives through Applied Behaviour Analysis (ABA) and cognitive behavioural approaches. Such experiences allow students the space to create meaningful impacts and explore their careers in various settings including hospitals, treatment homes, and rehabilitation facilities.

Bachelor of Behavioural Science

1 Mackenzie Health

Mackenzie Health is comprised of two hospitals, both offering community-based services for mental health as well as behavior management. They provide a space for BBS students to implement skills and knowledge in ABA interventions with children diagnosed with Autism Spectrum Disorder (ASD) through the Ontario Autism Program (OAP). The OAP provides aid and services to eligible families of children and youth on the autism spectrum up to the age of 18. Humber students have opportunities for professional growth through training, workshops, and learning how to create and implement support plans for children who have been diagnosed with ASD.

Mackenzie Health also partners with the Social Service Worker (SSW) diploma program.

2 Monarch House – Oakville

Monarch House is a treatment centre for individuals with challenging behaviours and/or behavior disorders; they also provide services and supports to family members. BBS students collaborate with Monarch House to increase accessibility to life-changing therapy for individuals who have developmental disabilities. By working alongside their Board-Certified Behavior Analysts, students are learning how to apply principles of Applied Behaviour Analysis (ABA), observe and assist with functional assessments and evaluate the effectiveness of their intervention plans from highly skilled and experienced professionals in their field.

Spotlight on Community Partners (cont'd)

3

Addiction Rehab Toronto

Addiction Rehab Toronto is a treatment centre that provides comprehensive client-centered treatment for individuals and their families who experience behavioural problems, substance abuse, addiction, and the resulting challenges. Students have opportunities to develop and implement workshops for clients, as well as support the staff during counselling sessions, and other activities.

Addiction Rehab Toronto also partners with the Addictions & Mental Health Graduate Certificate program.

WIL Centre Highlights

Securing Field Experience Process

The WIL Centre aims to provide students with the resources and tools they need to feel prepared beginning their Field Experience, while also continuing to support evolving community partner needs. The Field Placement Coordinators (FPCs) support students through the implementation of a 4-step model which includes the following: Search, Outreach, Interview, and Validate.

For the first steps, Search and Outreach, the WIL Centre supports several ways that students can find and secure a Field Experience. Every semester FPCs connect with organizations in their program field to determine opportunities. As opportunities become available, FPCs share them with students through Career Connect and Blackboard where students can freely apply to positions. FPCs also encourage students to build their capacity to job search based on their interests and experiences. In addition to what students learn in their Professional Practice courses, Field Placement Coordinators help students practice essential job search skills and continue to provide guidance throughout the entire process. This includes facilitating workshops, resources, one-on-one meetings, and helping them to understand how learning outcomes are connected to the work they will be doing in the field.



Global Learning and International Initiatives

CCID Conference

KGU Virtual
Study Exchanges

Global
Summer
School

From March 4 to March 7, **Community Colleges for International Development (CCID)** held its 46th annual conference in New Orleans, Louisiana. This year's theme was "Reunited & Ready to Revolutionize: Embracing the Future of International Education" and offered the opportunity for attendees to join presentations and workshops such as *Preparing Students for Work in a Global Economy, Justice, Equity, and Inclusion (JEDI): Preparing our Students for a Successful Experience Abroad*, and *Truly Global Outcomes: Revising Learning Outcomes to Engage More Curriculum, More Students, and More of the World*.

As part of the conference, Stephanie Byer, Manager, International and Strategic Initiatives, Faculty of Social and Community Services (FSCS), and Rebecca Trautwein, Manager, Global Learning and Engagement, Humber Global, presented on recent **Collaborative Online International Learning (COIL) initiatives** across Humber, using the FSCS as a case study. The presentation, *What's the Impact? Strategies for institutional COIL Engagement, Awareness and Student Experience*, examined how the shift to online education during the pandemic led to a rapid adoption of technology and flexibility within the classroom – giving more opportunity for COIL initiatives. The presentation explored how we assess the awareness and engagement of these initiatives in an institution and what the impact is for our learners.

Through the Humber COIL Framework and incorporation of intercultural reflection throughout each COIL initiative, students develop and apply any number of the mindsets and skills articulated in the **Humber Learning Outcomes (HLO) framework**, such as digital fluency, collaboration, communication, strategic problem solving, and understanding of systems thinking. Drawing on lessons from Humber's distinct approach to planning, scaling, and sustaining COIL, the session discussed successes and lessons learned, as we plan how to evolve the initiatives to best support the student experience.

CCID Conference



HUMBER GLOBAL SUMMER SCHOOL

IN-PERSON FOR 2022

JULY 2 - 23, 2022

TORONTO, CANADA

Expand your global skills in a
3-week innovative summer course
with participants from around the
world in Toronto, Canada!

humber.ca/global-summer-school

Humber's **Global Summer School (GSS)** is happening again this summer – with plans of hosting the program in person! Since it first launched in 2019, over 400 students from 45 different academic programs, 33 academic institutions and 35 countries worldwide have participated in the program! An opportunity to take a Humber course, make lifelong friends from across the world, network, and have a ton of fun with the option to attend unique social activities such

as a boat trip, trip to Niagara Falls, movie nights, food tours, karaoke nights, and so much more.

GSS runs over the course of three weeks – this year it's being held July 4-22, 2022.

Watch **this video** on what to expect at GSS this summer! Registration opens in March. For questions, email GlobalSummerSchool@humber.ca.



KGU Virtual Study Exchanges

This Winter semester, **Kansai Gaidai University (KGU)** once again offered Humber students an opportunity to take a class remotely there as a virtual exchange student. Past Humber students who have taken an online course at KGU during the pandemic, have shared positive experiences, and this semester students have had a chance to take a class there either for academic elective credit or **Co-Curricular Record (CCR)** experience, expanding eligibility criteria so that more students can take advantage of the opportunity. As the pandemic continues to evolve and impact travel and in-person learning, the opportunity to participate in cultural and study exchanges globally in new ways is welcome!

Applied Research and Social Innovation

SOCIAL INNOVATION SURVEY

Humber Takes Second Spot in
Canadian Research Ranking

**Soheila Pashang on
Teaching Diversity**

Arun Dhanota co-publishes
textbook on Ethics in
Criminal Justice

SOCIAL INNOVATION SURVEY

As we plan for the future of the Humber College Lakeshore Campus, it is important to consult and include all voices in our community as we move through the process.

Humber's Faculty of Social and Community Services (FSCS) launched a Social Innovation Survey to support the development of the **Centre of Social Innovation** (CSI), which will be housed at the Lakeshore campus.

The CSI will be part of Humber's network of **Centres of Innovation**, which brings together faculty, students and partners, to tackle real-world challenges in health and wellness, technology, business and entrepreneurship, in addition to social innovation.

Thanks to everyone who completed the CSI survey for their help in creating positive change in our community.

Respondents identified employment, education and training, reduced inequalities and poverty reduction as critical priorities to explore. In addition, more than half of those community members said that they could see themselves being directly involved in social innovation work as participants, volunteers or principal investors.

This is good news and indicates that we're headed in the right direction.



SOCIAL INNOVATION SURVEY SUMMARY

February 2022

Explore how you can get involved by contacting Stephanie.Byer@humber.ca, Manager, International and Strategic Initiatives.

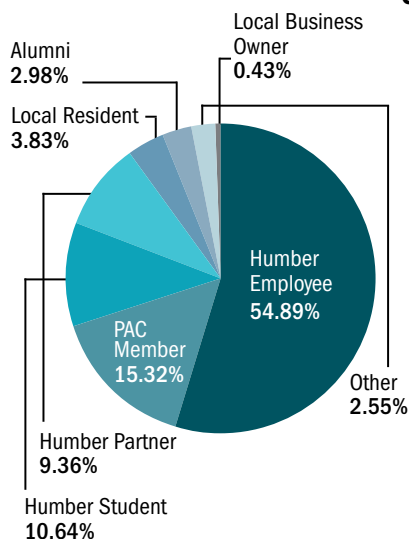
A total of 235 respondents participated in the CSI Social Innovation Survey

Over 75% of respondents shared they had some awareness of what represents Social Innovation

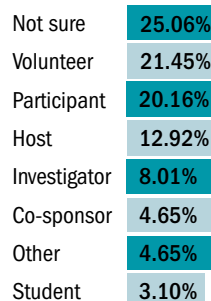
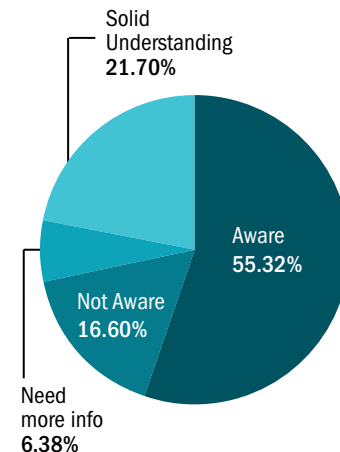
Half of all respondents could see themselves directly involved in social innovation work as a **participant, volunteer or principal investigator** working on social innovation projects

Employment, Education and Training, Reduced Inequalities and Poverty Reduction were identified as three key priorities to explore

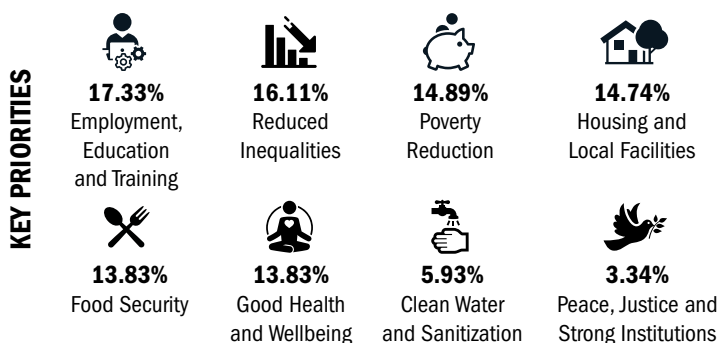
SURVEY ENGAGEMENT



WHAT IS YOUR AWARENESS OF SOCIAL INNOVATION?



HOW DO MEMBERS OF THE HUMBER COMMUNITY SEE THEMSELVES BEING INVOLVED IN SOCIAL INNOVATION WORK?



Article adapted from the EL Press March Edition, [read more here](#).

If you are interested in learning more about how you can participate in social innovation and the CSI, please contact Stephanie Byer, Manager of International and Strategic Initiatives, FSCS, at stephanie.byer@humber.ca.

Humber Takes Second Spot in Canadian Research Ranking



Humber College is the second top research college in the country, according to rankings released by **Research InfoSource Inc.** Humber continues to set the stage for postsecondary teaching and learning, on both provincial and national levels.

Research Infosource Inc. ranked Humber in first place in the category of Industry Research Income and third place in the category of Research Partnerships. Humber's impressive ranking is in part due to the

result of a strong network of research partners, as well as Humber's five **Centres of Innovation** which create learning opportunities for students, faculty, and industry partners to work together to solve real-world challenges. Another highlight shows Humber ranked second on the list of **Canada's Top 50 Research Colleges of 2021**, specifically the **Barrett Centre for Technology Innovation**.

Read more in the **Humber Today** article.

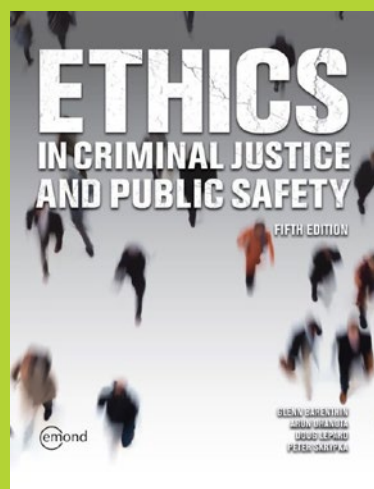
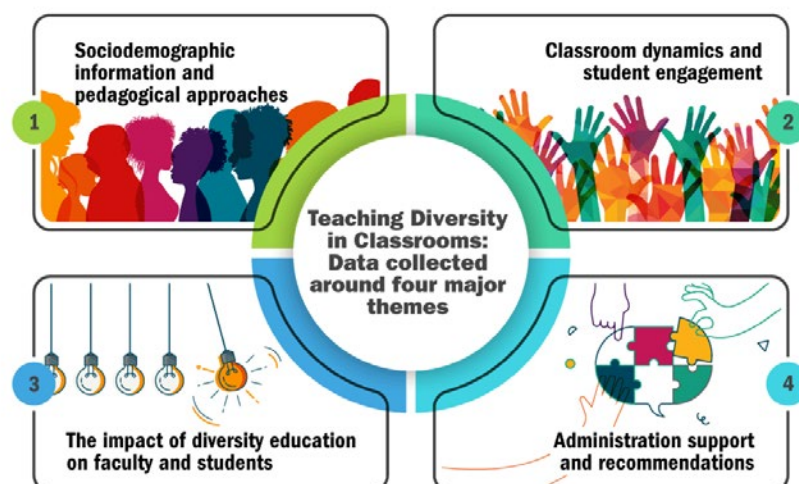
Soheila Pashang on Teaching Diversity

Dr. Soheila Pashang, faculty in the Faculty of Social and & Community Services (FSCS), has taught and researched the topic of social justice for many years. In her most recent research on the topic, entitled *Pedagogy and Practice: Teaching Diversity in Classrooms*, Soheila and her research team interviewed faculty and students from within the FSCS, and divided the data into four major themes:

- Sociodemographic information and pedagogical approaches
- Classroom dynamics and student engagement
- The impact of diversity education on faculty and students
- Administrative support and recommendations

Along with Soheila as research lead, the research team also comprises **Jaspreet Bal** and **Christine McKenzie**, professors in the FSCS, along with Humber Associate Deans **Joanna Amirault** and **Theresa Knott**. External investigators **Neil Price**, Dean at Fleming College, **Rai Reece**, faculty at Ryerson University, and research assistants from Humber, **Trisha Harber**, **Juan Jeramaillo**, and **Valentina Tasillo** also contributed.

Applying anti-racism, anti-oppression, anti-colonial, intersectionality, feminist, and equity theoretical frameworks, the team examined the various ways in which diversity education impacts students and faculty inside and outside classroom spaces. “Our research is among a very few in Canada to explore barriers that might hinder diverse groups of students from reaching their potential” notes Soheila on the importance of this research topic. The hope is that this research will help to create a more informed, conscious, and inclusive discourse about social justice at Humber. Humber’s commitment to equity, diversity, and inclusion requires a willingness to confront, challenge, form allyship, advocate, influence, and negotiate change. Read more about Soheila and her research on diversity [here](#).



Arun Dhanota co-publishes textbook on Ethics in Criminal Justice

Police Foundations Program (PFP) program coordinator, Arun Dhanota, co-authored the Fifth edition of the textbook *Ethics in Criminal Justice and Public Safety*, to be published by **Emond Publishing** later this year, in 2022.

For this, Arun’s first published textbook, she collaborated with her co-authors, Glenn Barenthin, Doug Lepard and Peter Skrypka, all former police officers and current academics, since 2020. The textbook can be used across institutions as it covers topics of ethical reasoning and principles in public safety and criminal justice, and this edition has been updated to reflect timely issues related to criminal justice, including policing during the COVID-19 pandemic, addressing systemic discrimination, policing and BIPOC communities, harm reduction approaches used in British Columbia, as well as reviewing the code of ethics across criminal justice professions (e.g., policing, corrections, lawyers, judges).

Advancement and Alumni

ALUMNI STORIES

Spotlight on
Forensic
Identification
Alumni

- **Olivia Buffo**
- **Rageni Reddy**
- **Ksenia Bilas**



Alumni Stories – Spotlight on Forensic Identification (FI) Alumni

Olivia Buffo

The skills and techniques that I learned in the FI program are extremely important to my success in my role as a Scenes of Crime Specialist at the Peel Region Police. I attend crime scenes to document, photograph, and collect evidence. I've attended various types of crime scenes - sudden deaths, break and enters, motor vehicle collisions, assaults, autopsies, robberies and stolen auto recoveries.

There are no words to describe how happy I am with my career.



Rageni Reddy

In 2019 after hearing about Humber's FI program, I quit my job and enrolled immediately. I've always wanted to work in forensics and was blown away with the amount of hands-on experience we were given by industry professionals in the program.

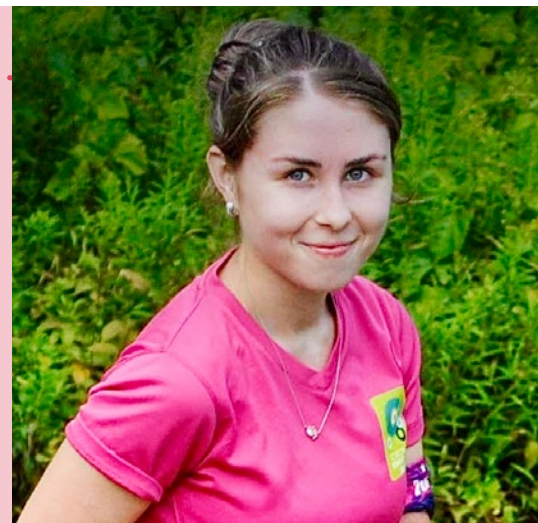
I'm currently working as a Forensic Identification Assistant with York Regional Police. It's an extremely interesting and rewarding career that I'm beyond thrilled to have. Humber's FI program and staff taught me fingerprinting techniques, photography skills, and forensic knowledge that I put into practice every day at work.

Ksenia Bilas

After graduating from the University of Toronto, having taken forensic classes during my BSc, I wanted to learn more, and Humber's FI program felt like a perfect fit.

I had a great experience as the program exceeded my expectations. The instructors are knowledgeable and kind, the material is highly intriguing, the weekly labs are exciting and fun, and the program gives students an opportunity to get hands-on and in-class learning.

I now work at the Office of the Chief Coroner, liaising with regions all over Ontario, helping them with their caseloads. I aid in projects and take part in educational conferences.



Principal's Office

HUMBER WELLNESS SKATING DAYS

Humber Lakeshore –
Stepping into
Spring Challenge

Humber Students over
the Holiday Break

SUSTAINABILITY AT WEL
and more!



Humber Wellness Skating Day!

February 9, 2022

12 PM - 1 PM

Colonel Samuel Smith

Park Skating Trail (65

Colonel Samuel Smith Park

Dr, Etobicoke, ON M8V

4B6)



Come join us and get some fresh
See you there!

Humber Wellness Skating Days

Over the past month, we were excited to announce the launch of our Humber Wellness Skating Days!

The first of three events took place on February 9th from 12 pm – 1 pm.

This drop-in activity took place at the **Colonel Samuel Smith Park Skating Trail**, just south of our lakeshore campus. Coffee, tea, hot chocolate and donuts were served in sustainable and reusable Humber coffee cups. Staff members from across Lakeshore campus came out to enjoy an afternoon of fresh air on the ice, and catch up with colleagues on campus. Stay tuned for more skating days to come!



Humber Lakeshore – Stepping into Spring Challenge

The Office of the Principal and Humber Lakeshore Athletics are absolutely thrilled to be nearing the official launch of the inaugural Stepping into Spring challenge!

Join us in the Stepping into Spring 14-day Reading Week Challenge! Using the Pacer app to track progress, #TeamBlue and #TeamGold will go head-to-head in a race to see who can log the most steps.

The challenge will run from February 28th to March 14th and there will be a number of opportunities to win prizes along the way! Look out for draws for items such as Beats By Dre Headphones, Google Home Amazon Echo Spot, FitBits and more. Please follow these three easy steps to get started and join the challenge!

Step 1: Download the **Pacer** app to your mobile device.

Step 2: Join the organization by entering the code **YS94429**. You will be immediately prompted to join either #TeamBlue or #TeamGold once you have joined the app and are within our private virtual event space.

Step 3: Access, prepare for and enjoy our challenge!

Any questions can be directed to **Nathania Bron** or **Sara Jouppi**.

Stepping Into Spring!

Reading Week
14 Day Fitness
Challenge!

February 28 - March 14



Humber Students over the Holiday Break

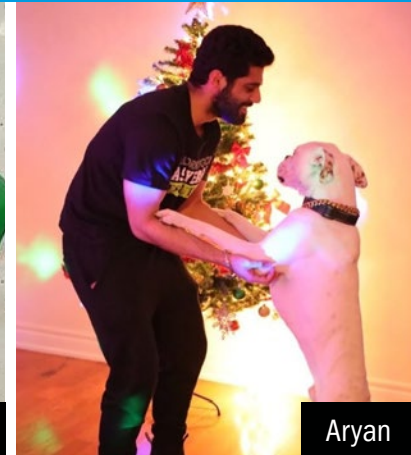


Edward

As part of a 4-week Welcome Back Giveaway initiative on the **Humber Lakeshore Instagram** account. Students were asked to share photos of what they did during Winter break. Many students jumped on the opportunity to share what they did to keep busy between semesters. These photos were submitted by students and were also featured on Humber Lakeshore's Instagram Stories throughout the first week back this Winter semester.



Rachel



Aryan



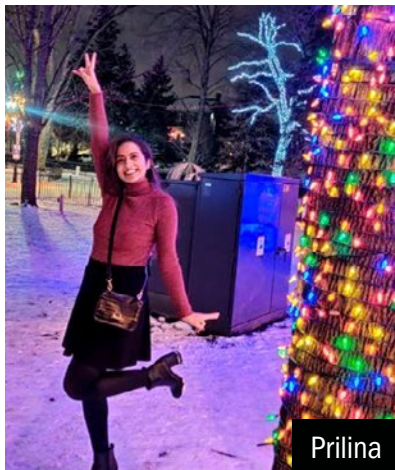
Sena



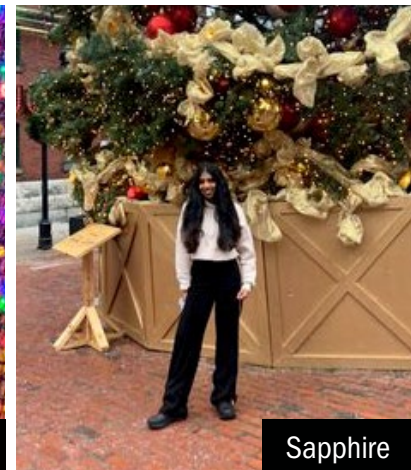
Inna



Rashmi



Prilina



Sapphire



Gursevak

Uncover Hidden Histories in the Interpretive Centre's New Online Exhibition

The Lakeshore campus has a long history of mental health care on the picturesque grounds and amongst the iconic red-brick cottages. Few objects or records from the Lakeshore Psychiatric Hospital were preserved after its closure, but glimpses into its past are preserved through artifacts in the collections of the **Lakeshore Grounds Interpretive Centre**.

One such artifact is a postcard depicting cricket players scattered across a manicured landscape in front of the cottages on the south side of campus. Reading "Mimico Sanatorium" on the top right-hand corner, the image captured a moment in history - and abruptly mislabeled it. Although the Hospital had many names during its operation from 1890 to 1979s, "Mimico Sanatorium" was never one of them.

What other stories do these historic artifacts reveal, and what do they conceal?

The Interpretive Centre welcomes you to explore the hidden histories of the Lakeshore Grounds through the collection of turn-of-the-century postcards in an exhibit called **Scene and Unseen**. Displayed to the public for the first time, these artifacts capture masked memories of well-known locations in South Etobicoke. Uncover these stories online [here](#).



Meet the cards on campus later this year with the Interpretive Centre, follow @LakeshoreGRNDS on **Facebook, Twitter, and Instagram** for return to campus announcements.

Special thanks to the curatorial team of Nadine Finlay, Sarah LeFresne and Nadia Tagoe. Thanks to Jennifer Bazar, Tyler Andrews, and Vana Chainani for their research support in the early stages of this project.

Sustainability at WEL



Following the successful **pilot initiative** by **The Office of Sustainability** involving the **removal of individual garbage bins** across all Humber and U of GH offices, the WEL (Student Welcome and Resource Centre) building has been chosen as the starting location for this initiative at the Lakeshore Campus.

Starting March 8, 2022, individual staff and students will be responsible for emptying their recycling and throwing their garbage away at these stations, and custodial staff will only remove waste from the new centralized sorting stations. Centralized sorting stations are known to reduce waste production, which is why there will be **four-stream sorting bins** with a compost option, with signage on how to properly sort waste. The goal is to roll it out campus wide in a systematic approach over the coming months, a change that will help us reach our goal of 15% waste reduction by 2024.

For any questions or concerns, you can get in touch with the Office of Sustainability at sustainability@humber.ca.

To further reduce waste on campus, Humber has also switched to a **reusable container program**. Check out how it works [here](#).