

## SEPTEMBER 2014 NEWSLETTER

### FALL 2014 IMPORTANT DATES

#### Take Back the Night activities! (Stay Tuned)

##### September

Take Back the Night is an international event with the mission of ending sexual violence in all forms. Hundreds of events are held in over 30 countries annually. Events often include marches, rallies and vigils intended as a protest and direct action against all forms of sexual violence.

#### Women's History Month

##### October

October is Women's History Month in Canada, an opportunity for Canadians to educate themselves about women's and girls' valuable contributions to our country's history - and to the quality of our lives.

#### Sisters in Spirit

##### October 4th

The Native Women's Association of Canada has designated October 4 as the national day of remembrance to acknowledge over 582 missing and murdered Aboriginal women and girls in Canada.

#### Transday of Remembrance

##### November 20th

The Transday of Remembrance was established to remember those who were killed due to anti-transgender hatred or prejudice. The event is held in November to honor Rita Hester, whose murder on November 28, 1998, kicked off the "Remembering Our Dead" web project and a San Francisco candlelight vigil in 1999.

#### International Day to End Violence against Women

##### November 25th

The United Nations' (UN) International Day for the Elimination of Violence against Women is an occasion for governments, international organizations and non-governmental organizations to raise public awareness of violence against women. It has been observed on November 25, each year since 2000.

### ABOUT THE CENTRE FOR HUMAN RIGHTS

#### Welcome Back Everyone!

The Centre for Human Rights (CHR) strives to build a respectful, equitable, diverse and inclusive (REDI) community at York U by advancing, promoting, and upholding human rights in accordance with the Ontario Human Rights Code (1962) and York U's policies. The CHR provides current York U students, faculty and staff with the following services:

**Policy Guidance:** Recommending changes to York U's policies and procedures that promote adherence and ensure compliance to human rights principles;

**Education and Outreach:** Delivering proactive and preventative human rights education through training, awareness campaigns, events, workshops and conferences;

**Complaint/Case Resolution and Consultation:** Providing consultations, informal inquiries, resolutions/mediations and, where warranted, formal investigations, relating to breaches of the Code and/or York U's policies; and

**Information and Referral:** Providing materials and other resources that explain and promote human rights-related issues to the York U community and making effective referrals when the issue is not human rights related.

## Did you know...

Source: Ontario Human Rights Commission

The Ontario Human Rights Code (1962) prohibits actions that discriminate against people based on 17 protected grounds.

The 17 Protected Grounds are:

**Age**

**Sex**

Including pregnancy and breast feeding

**Place of Origin**

**Marital Status**

Including single status

**Gender Expression**

**Colour**

**Ancestry**

**Ethnic Origin**

**Creed/Religion**

**Gender Identity**

**Sexual Orientation**

**Race**

**Citizenship**

**Record of Offences**

In employment only

**Family Status**

**Receipt of Public Assistance**

In housing only

**Disability**

**FALL 2014  
IMPORTANT DATES** (Cont.)

**World AIDS Day**

**December 1st**

World AIDS Day is held on December 1, each year and is an opportunity for people worldwide to unite in the fight against HIV, show their support for people living with HIV and to commemorate people who have died. World AIDS Day was the first ever global health day and the first one was held in 1988.

**International Day for the Abolition of Slavery**

**December 2nd**

The United Nations' (UN) International Day for the Abolition of Slavery is annually observed on December 2, to remind people that modern slavery works against human rights. This holiday is not to be confused with the UN's International Day for the Remembrance of the Slave Trade and its Abolition.

**International Day of Persons with Disabilities**

**December 3rd**

United Nations' (UN) International Day of Persons with Disabilities is annually held in December, to focus on issues that affect persons with disabilities worldwide, and to celebrate their contributions to societies across the world.



**National Day of Remembrance and  
Action on Violence Against Women**

**December 6th**

December 6th, is the National Day of Remembrance and Action on Violence Against Women in Canada. Established in 1991 by the Parliament of Canada, this day marks the anniversary of the murders in 1989 of 14 young women at l'École Polytechnique de Montréal. They died because they were women.

**Human Rights Day**

**December 10th**

The United Nations' (UN) Human Rights Day is annually observed on December 10, to mark the anniversary of the presentation of the Universal Declaration of Human Rights.

**WE HAVE NEW MEMBERS!**



**Regan Mancini, Programs, Outreach and HR Advisor**

Regan commenced her employment at the CHR in late May 2014. Her CHR portfolio includes, but is not limited to, strategy development, outreach, monitoring and evaluation, communications and human resources management. Prior to the CHR, Regan worked in the international field for 17 years, and prior to that, in social services for 2 years. She has held several positions in various global organizations, including The Institute of Public Administration of Canada (IPAC), World University Service of Canada (WUSC) Malawi, and the United Nations Development Programme (UNDP) Romania in the areas of governance, HIV/AIDS and gender equality. Regan has an undergraduate degree in the social sciences and a Master's degree in Adult Education and Community Development.



**Michael F. Charles, Case Resolution Advisor**

Michael F. Charles is a Case Resolution Advisor at the Centre for Human Rights, and Principal of Change DeZign, a consulting firm providing Diversity, Inclusion, and Organization Development services. Prior to launching the consultancy, Michael practiced civil litigation in Toronto for more than ten years, advocating at all levels of the Ontario Court, including the Court of Appeal. Currently, he serves on the Executive Committee of Human Rights Watch (Canada) focussing on global human rights recognition for LGBT persons. Michael holds an Honors B.A. from the University of Toronto and an LL.B. from Osgoode Hall Law School.



**Grace Permaul, Case Resolution Advisor**

Grace Permaul is a Case Resolution Advisor with the Centre for Human Rights. She is a lawyer and has practised primarily in the areas of human rights law and labour and employment law. She received a BA from McGill University and a JD from Columbia Law School. While at McGill, Grace was elected as the President of the McGill Students' Society and she sat on the McGill Board of Governors and Senate. With a LLM from Osgoode Hall Law School, she is a Yorkie. She has a strong interest in Indigenous peoples and cultures and was formerly Chair of the Aboriginal Law Section at the Canadian Bar Association-Ontario (as it was then). Grace is currently a member of the City of Markham Race Relations Committee. She enjoys international travel.



**Nadia Bello, Education and Communications Advisor**

Nadia Bello is an experienced trainer and facilitator with subject matter expertise in anti-homophobia education and human rights training from a human resources management lens. Prior to joining the York University community, she worked in the non-profit sector managing programs ranging from microenterprise initiatives for women living with HIV/AIDS to LGBTQ peer education in Toronto high schools.

# To increase efficiency of services the Centre for Human Rights is now offering:

## *Diversity and Inclusion professional development training for Workstudy Students!*

**WHEN: OCTOBER, 8, 2014**  
**TIME: 10:00AM - 12:00PM**

*OR*

**WHEN: FEBRUARY 4, 2015**  
**TIME: 10:00AM - 12:00PM**

### **GOAL OF THE WORKSHOP:**

To increase professional competencies in the area of diversity and inclusion as York employees and to support and maintain respectful workplace cultures at York.

### **WORKSHOP OBJECTIVES:**

- Discuss the Ontario Human Rights Code (1962) and its implications for building a respectful workplace culture
- Provide participants with an overview of the key human rights terms and definitions
- Share best practices and strategies for providing inclusive and equitable services

To register your team of work-study students please email [jglean@yorku.ca](mailto:jglean@yorku.ca) and indicate the following:

**DEPARTMENT/OFFICE**  
**NUMBER OF PARTICIPANTS**  
**DATE OF WORKSHOP**

*We look forward to increasing respect, equity, diversity and inclusion with you!*

**Coming Soon!**



**NATIONAL DAY OF REMEMBRANCE & ACTION ON VIOLENCE AGAINST WOMEN**  
December 6th, 2014



**INCLUSION DAY**  
January 28th, 2015

Look out for our Call For Proposals!