

RESPECT | EQUITY | DIVERSITY | INCLUSION

September **2014**

to

April **2015**

ANNUAL REPORT

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Centre for Human Rights

2070 Technology Enhanced Learning (TEL) Building
York University, 4700 Keele St.
Toronto, ON M3J 1P3
Telephone: 416-736-5682
Fax: 416-650-4823
TTY: 416-650-8023

September 2014

to

April 2015

A N N U A L R E P O R T

Executive Summary

"Creating more diverse and inclusive environments isn't just the right thing to do, it's imperative for your continued success."

This year, as part of the University's Academic and Administrative Review process, the Centre for Human Rights (CHR) was proud to be recognized as offering high quality and sustainable services. Our focus on building a respectful, equitable, diverse and inclusive York University is critical to York's success as it responds to the dynamic environment in which public sector institutions are immersed.

With each year, the CHR improves upon its ability to progress in our mandate and demonstrate our achievements. Last year, we instituted new tools to track and measure our results, meaning that our annual report information is more robust than ever. We also made a decision to align our annual reporting with our fiscal year. As we transition to this new reporting cycle, our 2014-2015 annual report will only cover an 8 month period (September 1, 2014 - April 30, 2015).

Between September 2014 and April 2015, our efforts centred on developing 8 human rights related policies and procedures at York, receiving and addressing 333 human rights questions and complaints from the York community, and creating and implementing 56 educational sessions that reached over 6,000 people. We also increased the presence of human rights issues within the community through enhanced use of York's communications channels.

Contact with our office relating to human rights questions and concerns increased by another 20%, adding to the rise that we have seen over the last four years - reaching a total of 53.25% more communication with our case resolution team since 2011-2012.

The work of the Centre was made possible through the unwavering support of York's President and Vice-Chancellor, Mamdouh Shoukri, the University's administration, and the tremendous efforts of the CHR team. Thank you for your important work and dedication to human rights here at York University.

Sincerely,

Noël A. J. Badiou

Executive Director

Centre for Human Rights



8

Human Rights
related policies
and procedures
developed

333

Human Rights
Questions and
Complaints

6051

People
Reached

53.25%

Increase in
contact since
2011-2012



About the Centre for Human Rights

A University administrative unit, the Centre for Human Rights (CHR) contributes to York's vision of social justice and accessible education.

We strive to build a respectful, equitable, diverse and inclusive (REDI) community by advancing, promoting, and upholding human rights at York in accordance with provincial human rights legislation and University policies.

The CHR:

- Supports York University's administration in developing and implementing policies, practices, guidelines and procedures;
- Educates the University community on their human rights responsibilities and obligations and related human rights issues;
- Receives and processes human rights concerns and complaints brought forward by York students, faculty and staff; and
- Researches human rights topics and best practices for use in its policy, case resolution, and educational programming.

Our services are offered free of charge to current York students, faculty and staff and are guided by our key principles noted to the left.

Guiding Principles

Accessibility: Ensures all members of the York community can access our services and the services offered by the University.

Confidentiality: Keeps all personal information received private and confidential as per applicable laws.

Impartiality: Upholds the dignity and worth of every individual in accordance with the University's policies and provincial legislation.

Accountability: Ensures York students, faculty and staff are kept abreast of our activities and progress.

Respect: Interacts with York community members by valuing their unique skills, experiences and perspectives.

Equity: Ensures all York community members have equal opportunity to participate in and benefit from all that the University offers.

Diversity: Values and promotes the various identities of the University community.

Inclusion: Recognizes and gives voice to all York community members for their contributions to the University.



The CHR in 2014 - 2015

The following pages contain a summary of the CHR's services provided to the York community between September 1, 2014 and April 30, 2015.

While the CHR has traditionally reported on its work over a twelve month period, this report covers 8 months as the CHR seeks to align its reporting with its fiscal year. This means the CHR's 2015 - 2016 report will revert to a 12 month period next year, covering the period of May 1, 2015 to April 30, 2016.

The decrease in reporting months for the 2014-2015 period must be kept in mind when comparing statistics to the 2013-2014 activities. Additionally, it should be noted that the 3 month labour disruption in the spring of 2015 significantly impacted programming, resulting in the cancelation and/or postponement of planned events and training sessions.

The CHR's 2014-2015 activities are organized by the CHR's functional areas as noted on the following pages.



Rachel Griffin tells her story at the 2014 You Had Me At Consent event

Policy and Procedural Guidance

The Centre for Human Rights supported York's Administration in developing and implementing various policies and procedures this fiscal year.

By participating in approximately 40 pan-University committees and working groups, the CHR's efforts were primarily concentrated in eight areas, most of which had commenced in previous years:

Policies

1. Refining the Sexual Assault Awareness Prevention and Response Policy as part of the Sexual Assault Awareness Prevention and Response Policy working group.
2. Continuing work on a comprehensive human rights policy for consideration by the President's Advisory Committee on Human Rights that will bring together all of the protected grounds in one place.
3. Contributing to a Framework for a Mentally Healthy Campus with our colleagues on the Mental Health and Wellness Steering Group's subcommittee.
- Resources, Faculty Relations, University Information Technology and the Registrar's Office.
3. Participating in updating the Employment Equity Survey and supporting a process to advance Employment Equity goals for non-academic staff with the Talent Acquisition and Development Office.
4. Commencing the creation of a diversity survey to assist in better understanding the actual diversity on York campuses in partnership with the Talent Acquisition and Development Office.

Procedures and Tools

1. Creating the Gender Expression/Identity Customer Service Guidelines for the athlete facilities to ensure that all transgender and other gender non-conforming York community members are treated with equity, dignity and respect with regards to the provision and use of these facilities and services at York University.
2. Advancing on a one step procedure for preferred name change request for reasons of gender identity/expression in collaboration with Human
5. Conducting training sessions for York community members related to the implementation of provincial human rights legislation and York University human rights policy and procedures.

Education Services

Our 2014-2015 education services supported the enhancement of a culture of respect, equity, diversity and inclusion at York and encompassed customized and core human rights training sessions and events for the York community.

Our training sessions ranged from sessions on Human Rights 101 to building inclusive classrooms, workplaces, and social spaces and the implementation of human rights policies and legislation. Some of these training sessions focused on follow up related to our case services, such as interventions related to human rights settlements, concerns and complaints for specific units. Where relevant, our training was delivered in partnership with Teaching Commons, Human Resources (Talent Acquisition and Development), union representatives (e.g. CUPE3903) and student groups (e.g. York Federation of Students).

Below is a snapshot of the services we offered. More details can be found in Appendix A of this report.

In-Person Training Sessions

A total of 40 training sessions were held over a five month period (due to the labour disruption), reaching 725 participants. In order to address specific human rights topics or matters for particular units, training was customized for specific audiences. Core training sessions were developed in areas that come to the attention of the CHR most frequently. Examples of training topics offered included:

- Human rights legislation and York University's human rights policies
- Inclusive Teaching Practices
- Respect in the Workplace
- LGBTQ Positive Space
- Race and Ethnicity
- Accommodations
- Sexual Violence Prevention

With regards to the origins of requests for human rights training, requests were received from various student, faculty and staff groups, including new and returning ones. Participant audiences included, but were not limited to, the following:

- York's Varsity Teams
- Osgoode Law School staff
- Security Services staff and managers
- York's Transportation Drivers
- Work Study Students
- Academic Administrators
- Engineering and business students

Online Training Modules

By the end of the 2014-2015 academic year there were 709 people enrolled in our online tutorial, Respect, Equity, Diversity and Inclusion (REDI). In its third year of implementation, this module uses interactive training methods to teach participants how to better identify and prevent harassment and discrimination based on provincial human rights legislation and the University's human rights-related policies. Towards the end of the year, the CHR commenced a review of this module, with the intent to update and streamline it in 2015-2016.

The CHR team also developed a new online module for newly appointed and re-appointed Academic Administrators with the aim of enhancing knowledge of their responsibilities and obligations in supporting respect, equity, diversity and inclusion in their teaching, learning and work spaces.

The CHR held 11 events reaching 5,153 participants this year, including conferences, commemorative days, dialogue sessions, films, presentations and information sessions. Below are a few highlights from this year's calendar:

5,153
Participants

Events

You Had Me at Consent

"You Had Me at Consent" (YHMAC), our largest event focused on the prevention of gender-based violence, drew approximately 4,500 community members - mostly new students - through its integration into York's orientation day events. YHMAC's keynote was delivered by Rachel Griffin and Joshua Phillips from the United States who have been outspoken in the call to address gender-based violence and who advocate for an intersectional approach to addressing it. York's President Mamdouh Shoukri, and Vice-Provost Students, Janet Morrison, also delivered remarks.

Ontario Community Support Association's Conference on Sexual Violence

With the support of the CHR, Rachel Griffin returned to York to conduct a keynote address at the Ontario Community Support Association's Conference on Sexual Violence. Hosted at York, the event drew over 100 university administrators from across the province keen on discussing issues related to campus sexual violence and effective policies, protocols, practices and supports to address it.

Inclusion Day Conference

The CHR also held its fifth annual Inclusion Day conference, with the theme "Past Histories & Present Stories: Finding Meaning in Human Rights". Reaching 175 York community members, this daylong conference featured speakers, forums and workshops to promote diversity and inclusion across the campus community with a particular emphasis

on mental health. Highlights of the day included a lunch keynote speech by author and former broadcast journalist Lynne Keane to engage the York community in conversations around mental health awareness and an evening performance by former child-soldier, Emmanuel Jal.

National Day of Remembrance and Action on Violence Against Women

An event to commemorate December 6, the National Day of Remembrance and Action on Violence Against Women was held focused on gender based violence and its impact on Aboriginal communities. Drawing approximately 80 York community members, the event featured an opening ceremony by Aboriginal Elder Laureen Waters, a keynote address by Victoria Pezzo, Executive Director of the Native Women's Resource Centre, remarks by York's Vice-President Academic and Provost Dr. Rhonda Lenton, and Arshia Lankani, from the Sexual Assault Survivors Support Line and Leadership (SASSL), and a performance by community organizer and artist, The Real Sun.

Mosaic Institute Dialogue Sessions

The CHR continued its support to the Mosaic Institute's dialogue sessions with two events this year: one focused on the Somali diaspora and the other on the aftermath of the war in South Sudan which collectively drew 68 members of York's internal and external community. The CHR also continued its support for McLaughlin College, and co-hosted their Public Policy Lecture: Affordable Childcare: Why Not Now? which drew 45 community members.

Community Initiatives

The CHR continued to provide financial support for projects, events or new initiatives that support its mandate through its Equity and Diversity Fund (EDF).

Examples of the CHR funded projects included:

- Sexual Assault Survivors Support Line & Leadership's (SASSL) outreach activities
- York Model United Nations (YMUN) club's simulation of the United Nations debate and resolution process
- Assyrian Chaldean Syriac Student Union's (ACSSU) fundraiser to support refugees in Iraq and Syria
- York Federation of Student's (YFS) Access Centre Disability Conference

Additionally, the CHR joined McLaughlin College in recognizing the World Day of Social Justice and Black History Month, as well as International Women's Day, which featured York's Past President, Lorna Marsden.

The CHR continued to support academic units at York with initiatives that contributed to its mandate through its Minor Academic Support Fund. This year, the CHR joined other York University units in marking the United Nations International Day of Peace: "The Right of Peoples to Peace" through an event hosted at York's Keele campus by McLaughlin College's Faculty of Liberal Arts and Professional Studies on September 22, 2014.

Executive Director of the Native Women's Resource Centre, Victoria Pezzo, presents at the National Day of Remembrance and Action on Violence Against Women





contact in colonization and are
woven in the Canadian fabric.
Aboriginal people suffered and
experienced the other and –
unfortunate massive
steeped in the second
too easy for
violence

Case Resolution Services

In 2014-2015 York students, faculty, and staff continued to seek CHR support in addressing and resolving concerns and/or complaints relating to provincial human rights legislation and York University human rights policies.

Overall, the most frequent contact with the office related to concerns or questions about the grounds of disability (29.43%), sexual harassment (8.71%), race (7.51%), creed (7.21%) and gender identity/expression (6.91%). With regards to the 51 complaints filed, disability constituted just over 43%; race, when combined with place of origin and ethnic origin, constituted just over 25%; and sexual harassment constituted just over 17%.

51

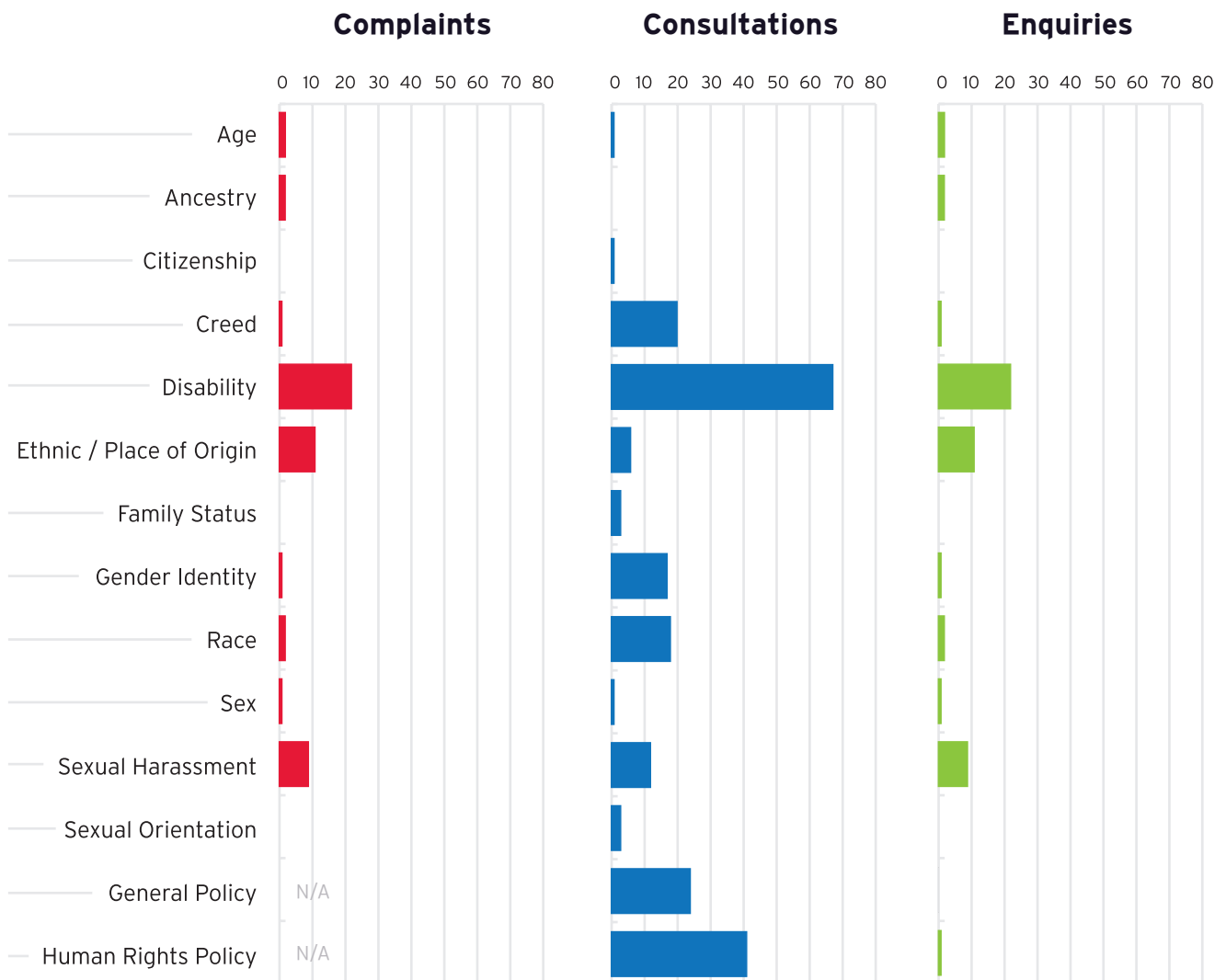
Human Rights
Complaints

215

Human Rights
Consultations

67

Human Rights
Enquiries



OHRC Code Grounds

Age

2

Complaints

1

Consultations

0

Enquiries

Ancestry

2

Complaints

0

Consultations

0

Enquiries

Citizenship

0

Complaints

1

Consultations

1

Enquiries

Creed

1

Complaints

20

Consultations

3

Enquiries

Disability

22

Complaints

67

Consultations

8

Enquiries

Ethnic
Origin**10**

Complaints

4

Consultations

1

Enquiries

Family
Status**0**

Complaints

3

Consultations

1

Enquiries

Gender
Identity**1**

Complaints

17

Consultations

5

Enquiries

Place of
Origin**1**

Complaints

2

Consultations

0

Enquiries

Race

2

Complaints

18

Consultations

5

Enquiries

Sex

1

Complaints

1

Consultations

1

Enquiries

Sexual
Harassment**9**

Complaints

12

Consultations

8

Enquiries

Sexual
Orientation**0**

Complaints

3

Consultations

0

Enquiries

York Policy

General

24

Consultations

19

Enquiries

Human
Rights**41**

Consultations

15

Enquiries

Trends Analysis

Consistent with past years, there was an increase in contact with the CHR's case resolution team. Barring unknown factors, the CHR believes this increase is a result of a combination of our positive and proactive reputation and our education services which have raised awareness amongst the community about their human rights and the various responsibilities incumbent upon all community members on campus.

Disability

Complaints

36

2011 - 2012

27

2012 - 2013

23

2013 - 2014

22

2014 - 2015

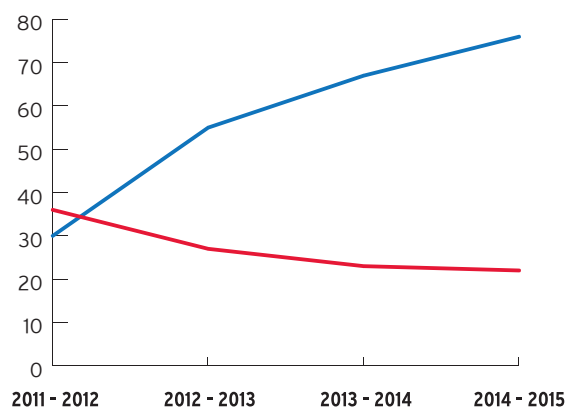
30

55

67

76

Consultations & Enquiries



Sexual Harassment

Complaints

16

2011 - 2012

13

2012 - 2013

10

2013 - 2014

9

2014 - 2015

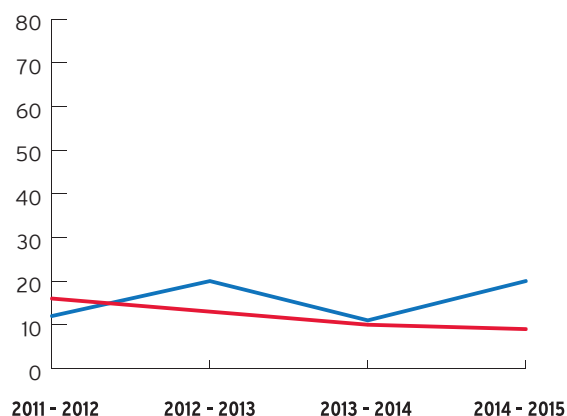
12

20

11

20

Consultations & Enquiries



Gender Identity

Complaints

0

2011 - 2012

3

2012 - 2013

6

2013 - 2014

1

2014 - 2015

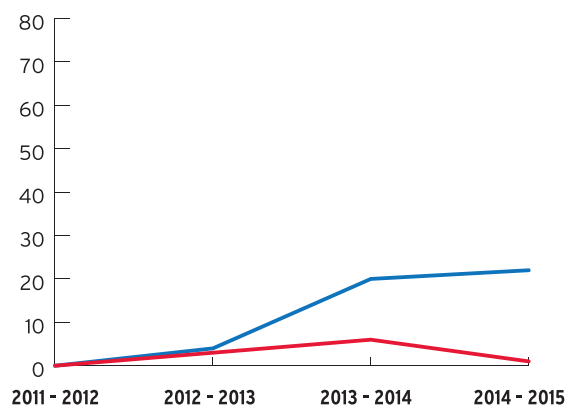
0

4

20

22

Consultations & Enquiries



There was a very positive trend: a 40% decrease in formal complaints filed (10.75/month in 2011 to 6.38/month in 2014), and a 306% increase in consultations and enquiries (11.67/month in 2011 to 35.76/month in 2014) since 2011.

40%

Decrease in Formal Human Rights Complaints

306%

Increase in Human Rights Consultations and Enquiries

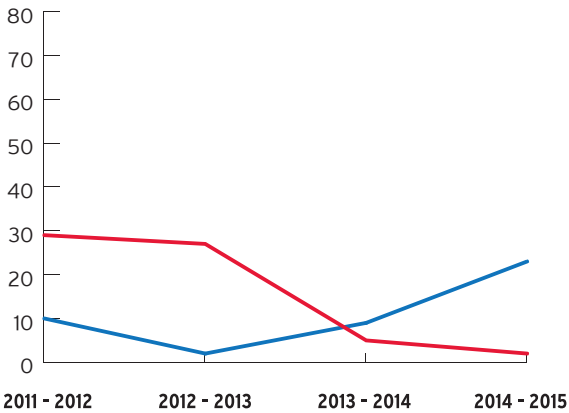
Race

Complaints

29	27	5	2
2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015

10	2	9	23
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Consultations & Enquiries



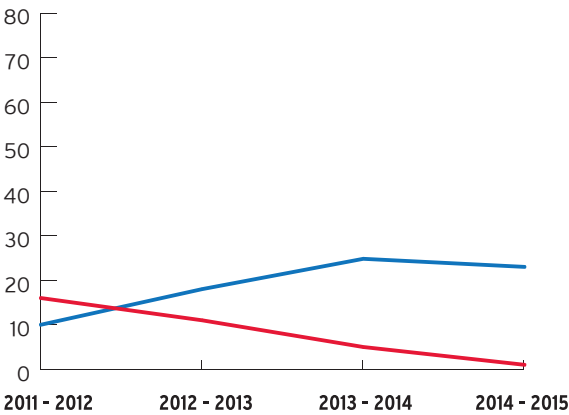
Creed

Complaints

16	11	5	1
2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015

10	18	25	23
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Consultations & Enquiries



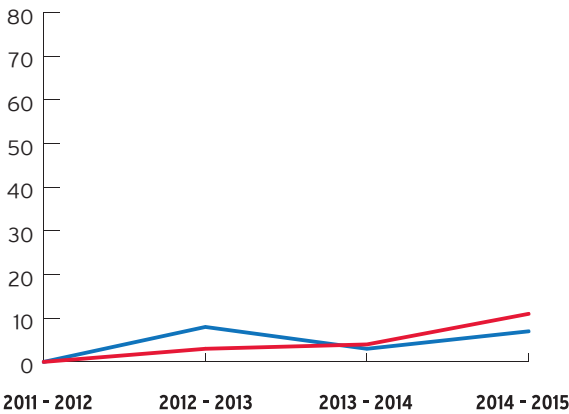
Ethnic Origin / Place of Origin

Complaints

0	3	4	11
2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015

0	8	3	7
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Consultations & Enquiries



Community Analysis

Complainants and Respondants by Group

Of the complaint cases brought to the Centre for Human Rights, students made up the majority of the complainants (76%); the majority of which were directed towards other students (28%) or faculty (49%). Staff were the second largest complainants (17%), which were mainly directed toward other staff.

6%

of complaints were initiated by faculty

17%

of complaints were initiated by staff

76%

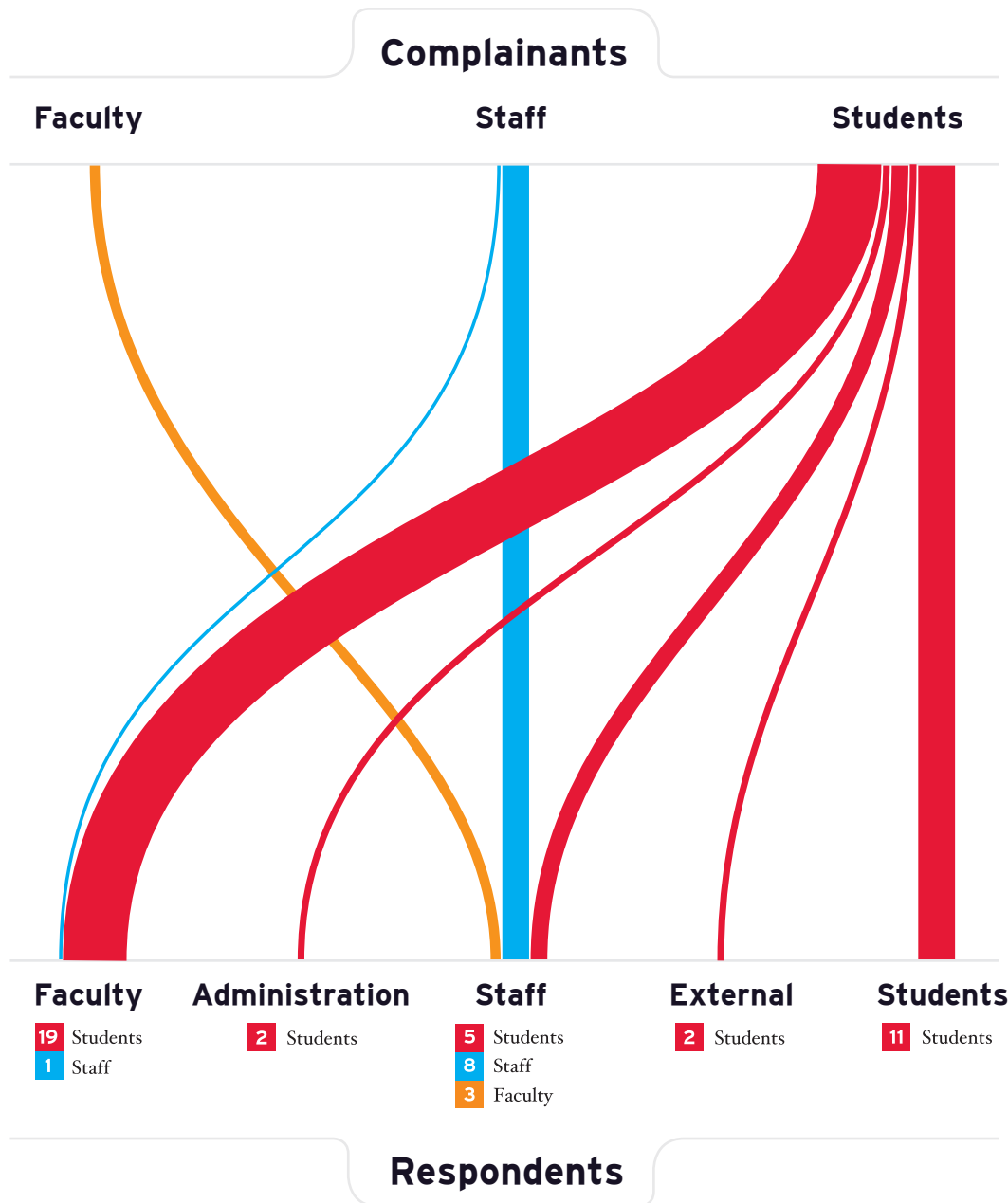
of complaints were initiated by students

49%

of student complaints were directed towards faculty

28%

of student complaints were directed towards other students



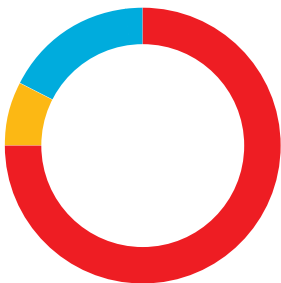
Formal complaints against students are addressed through the Code of Student Rights and Responsibilities, and the Office of Student Community Relations refers the human rights related OSCR complaints to the CHR.

Contact Type by Group

Of the 215 consultations undertaken and 67 enquiries, 55% were a result of a staff unit contacting the CHR to request guidance and clarification mainly in relation to the grounds of disability, race, sexual harassment, gender identity, and creed. The CHR also saw a rise in the rate of external community members contacting the office for information - 3.13 times/month versus last year at 1.83 times/month.

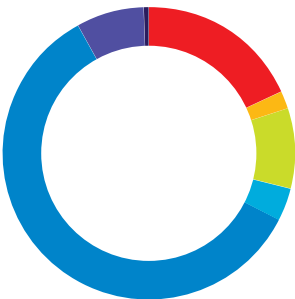
55%
of questions were from staff mainly concerning disability, race, sexual harassment, and creed

1.3
times per month increase in contact with external community



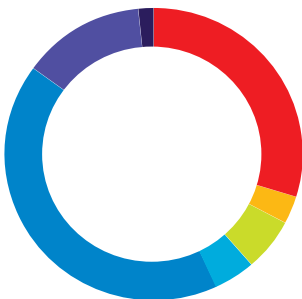
Complaints

▼	▼	▼
39	4	9
Students	Faculty	Staff



Consultations

▼	▼	▼	▼	▼	▼	▼
39	4	19	9	127	16	1
Students	Faculty	Faculty Unit	Staff	Staff Unit	External	Alumni



Enquiries

▼	▼	▼	▼	▼	▼	▼
20	2	4	3	28	9	1
Students	Faculty	Faculty Unit	Staff	Staff Unit	External	Alumni

Gender Analysis

Of the matters brought forward to the CHR, nearly two thirds were raised by persons identifying as women. They consulted the CHR to discuss matters in relation to disability, sexual harassment, race and creed. The only instance where they were surpassed by persons identifying as men was in relation to ethnic origin when combined with place of origin matters, and gender identity.

Gender by Total Grounds

212 **63.66%**
Female identified

94 **28.23%**
Male identified

2 **0.6%**
Trans

25 **7.51%**
Unknown

Gender by Case Grounds

Disability

70 **24** **1** **2**
Female identified Male identified Trans Unknown

Sexual Harassment

21 **8** **0** **0**
Female identified Male identified Trans Unknown

Race

19 **6** **0** **0**
Female identified Male identified Trans Unknown

Creed

18 **4** **0** **2**
Female identified Male identified Trans Unknown

Gender Identity

5 **7** **0** **11**
Female identified Male identified Trans Unknown

Ethnic Origin / Place of Origin

8 **9** **0** **1**
Female identified Male identified Trans Unknown

Research

In order to stay current with trends and issues in human rights work, CHR staff tap into key knowledge sharing platforms such as participating in communities of practice.

The CHR researches best practices in case law and keeps abreast of the Ontario Human Rights Commission policies and guidelines as well as the human rights policies and practices at other universities, and within the public and private sector. Such knowledge informs our case resolution services and guidance to the York community when policies and procedures are under development or review.

Informing our curriculum design and content this year was our ongoing research in the areas of racism, gender based violence, accommodations for persons with disabilities, and mental health. In terms of adult education practices or tools, the team incorporated sexual violence more concretely into the course curriculum. Given the office's focus on provincial legislation, typically only sexual harassment had been incorporated, but the office recognized the need to expand the curriculum to include sexual violence more broadly.

Administration

Administratively, the CHR continued to focus on its strategic directions and outreach to the York community. A few highlights are noted below:

Strategic and Operational Planning and Management

The CHR, like other administrative units and faculties on campus, participated in the academic and administrative review process undertaken by the University. It was pleased to rank high in service quality and sustainability. The CHR temporarily increased its Education Team by one member, to assist in the planning and implementation of human rights events. The team also commenced its integrated resource planning (IRP) in the latter part of the year as the previous IRP timeframe came to an end.

Outreach

The Diversity Peer Education Team (DPET) and Men's Team continued to reach out to the York community to engage students, faculty and staff in programming and increase their awareness of CHR services. DPET regularly tabled in Vari Hall and at York University events such as York Fest while The Men's Team built up a significant online presence to engage students on issues around masculinity and gender-based violence.

Program Monitoring and Evaluation

The CHR continued to fine-tune its new data tracking systems to better manage case files and to collect data on all its programming in order to inform operations and enhance our reports to the community about its work.

Appendix A - Education Services

Training Sessions

Focus / Title of Workshop	Date	Participants	Total #
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Policy Implementation

Osgoode Restricted Library Access Policy	10-Nov-14	Osgoode librarians	5
Osgoode Restricted Library Access Policy	2-Mar-15	Osgoode librarians	7
Subtotal			12

Human Rights 101

Overview of the Human Rights Code	3-Sep-14	Fine Arts Faculty	15
Human Rights - Part II	20-Oct-14	Engineering Students	39
Human Rights - Part II	22-Oct-14	Engineering Students	40
Overview of the Human Rights Code	21-Nov-15	Community Safety Council	18
Subtotal			112

Inclusive Extra-Curricular

Inclusion Training	4-Sep-14	Varsity Sports Teams	15
Inclusion Training	5-Sep-14	Varsity Sports Teams	20
Inclusion Training	8-Sep-14	Varsity Sports Teams	28
Inclusion Training	13-Sep-14	Varsity Sports Teams	16
Inclusion Training	17-Sep-14	Varsity Sports Teams	25
Inclusion Training	22-Sep-14	Varsity Sports Teams	16
Inclusion Training	6-Oct-14	Varsity Sports Teams	54
Subtotal			174

Inclusive Classroom

Inclusivity in the Classroom	7-Oct-14	Teaching Assistant Certificate in Teaching	40
Inclusivity in the Classroom	4-Feb-15	Teaching Assistant Certificate in Teaching	34
Inclusive Course Design	30-Apr-15	TA/Faculty	7
SUBTOTAL			81

Focus / Title of Workshop	Date	Participants	Total #
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Inclusive Workplace

Human Rights Professional Development Workshop	8-Oct-14	Work Study Staff	16
Inclusion Training	21-Oct-14	Security Services Staff	18
Inclusion Training	22-Oct-14	Security Services Staff	7
Inclusion Training	28-Oct-14	Security Services Staff	21
Inclusion Training	29-Oct-14	Security Services Staff	16
Inclusion Training	4-Nov-14	Security Services Staff	14
Human Rights & Diversity 101	12-Nov-14	Advancement/Alumni Relations staff and managers	19
Human Rights & Diversity 101	17-Nov-14	Advancement/Alumni Relations staff and managers	40
Respect in the Workplace: Human Rights & Diversity	13-Nov-14	Academic Administrators	7
Understanding Inclusion in the Workplace	24-Nov-14	Schulich students	43
Inclusion Training	8-Dec-14	Bus Drivers	4
Inclusion Training	9-Dec-14	Bus Drivers	6
Human Rights Professional Development Workshop	4-Feb-15	Work Study Staff	20
Respect in the Workplace: Human Rights & Diversity	10-Feb-15	Academic Administrators	4
Respect in the Workplace: Human Rights & Diversity	11-Feb-15	Academic Administrators	2
Human Rights Professional Development Workshop	18-Feb-15	Work Study Staff - Advancement & Alumni Relations	17
Human Rights Professional Development Workshop	19-Feb-15	Work Study Staff - Stong & Calumet	7
Human Rights Professional Development Workshop	20-Feb-15	Work Study Staff - Advancement & Alumni Relations	30
Race & Ethnicity in the Workplace	24-Feb-15	Open Participation	12
REDI & Respect in the Workplace Workshop	31-Mar-15	CSBO Parking Services	21
SUBTOTAL			324

Other

Masculinity	5-Sep-14	CHR Men's Team	5
Human Rights & the Media	10-Nov-14	Excalibur staff	9
Positive Space	15-Jan-15	Schulich students	5
Sexual Harassment	26-Feb-15	Schulich students	3
SUBTOTAL			22
TOTAL			725

Events

You Had Me At Consent	2-Sep-14	4500
The Mosaic Institute: Building Here vs. Building There: The Somali Diaspora Double Burden	1-Oct-14	50
National Day of Remembrance and Action on Violence Against Women: Gender based violence and its impact on Aboriginal communities	4-Dec-14	80
International Human Rights Day	10-Dec-14	25
5th Annual Inclusion Day Conference: Past Histories & Present Stories: Finding Meaning in Human Rights	28-Jan-15	175
World Day of Social Justice/Black History Month	19-Feb-15	35
Conference on Sexual Violence	20-Feb-15	150
The Mosaic Institute: In the Aftermath of War, South Sudan Three Years on: Current Challenges and Opportunities	24-Feb-15	18
York Model United Nations Conference	27-Feb-15	45
International Women's Day 2015: Make it Happen	15-Apr-15	30
McLaughlin College Public Policy Lecture: Affordable Childcare: Why Not Now?	22-Apr-15	45

Presentations

Focus / Title of Workshop	Date	Participants	Total #
Accommodations - Students with disabilities	30-Sep-14	Undergraduate Program Directors - School of Nursing	10
Accommodations - Religion	14-Oct-14	Master's in Public Policy, Administration and Law instructors	11
Human Rights at York 101	18-Oct-14	Master's in Public Policy, Administration and Law instructors	40
UN International Human Rights Day	10-Dec-14	Master's in Public Policy, Administration and Law instructors	25
Change Your World Conference	7-Apr-15	High school students	87
TOTAL			173

