

OCTOBER 2014 NEWSLETTER

FALL 2014 IMPORTANT DATES

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.

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.

THE CHR NOW OFFERS GRADUATE ASSISTANT POSITIONS!

For the 2014/2015 academic year the Centre for Human Rights has expanded its experiential learning opportunities for the York community to now include three positions which are held by York's PhD and Masters candidates.



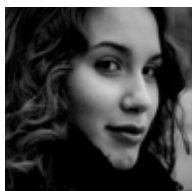
Men's Team Lead

Nathan Kalman-Lamb is a Graduate Assistant at the Centre for Human Rights. His work for the Centre focuses on masculinity and gender-based violence and issues related to sport and equity.



Antiracism Program Coordinator

Yvonne is a graduate student who is completing her PhD in Critical Disability Studies at York University, Faculty of Health Policy and Management. Her areas of interests include recent immigrants, acquired disability, race and inclusion. During her Research Assistantship, which commenced in May 2014, Yvonne will focus on anti-racism awareness.



Accessibility Research Coordinator

Stef Mendolia has been involved in mental health and cross-disability advocacy and peer support for the past four years as an undergraduate at York University, both on campus and within the wider disability community. Her passion for social justice and anti-oppressive advocacy and scholarship inspired her to pursue a Master of Arts in Critical Disability Studies. She is excited to be the new Co-Chair of **Enable York**, under the auspices of the Centre for Human Rights, and looks forward to working for change to increase accessibility & inclusion in the York University community.

FALL 2014 IMPORTANT DATES (Cont.)

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.

MONTHLY REMINDER

Understanding "The Duty to Accommodate"

The following questions were adapted from the Ontario Human Rights Commission, "Prelearning quiz - How much do you know about the Duty to Accommodate?"

True or False:

1. I only have to accommodate when someone asks for it.
2. All I have to do is set out my accommodation needs. The process is up to the accommodation-provider.
3. Accommodation is about meeting needs on a one-time basis.
4. The Duty to Accommodate only applies to persons with a disability.

The duty to accommodate aims to remove discriminatory barriers that are prohibited by the Ontario Human Rights Code. Accommodations must be provided in a manner that most respects the dignity of the person. Though reference to 'accommodations' is generally used when referring to persons with a disability, persons can make a request for an accommodation based on any of the 17 prohibited grounds outlined in the Ontario Human Rights Code, including on the basis of creed/religion and family status. It is important to note that the accommodation process is a shared responsibility. Everyone involved should co-operatively engage in the process, share information and avail themselves of potential accommodation solutions. Whether you are making or fulfilling a request for an accommodation both parties have roles and responsibilities in ensuring that the accommodation process upholds York's commitment to maintaining respect, equity, diversity and inclusion in working and learning environments.

For more information about the Duty to Accommodate, please visit the CHR's Resource page: <http://rights.info.yorku.ca/factsheets/> or contact a CHR Case Advisor for a quick consultation.

ANSWERS: 1. False 2. False 3. False 4. False

Sources:

<http://www.ohrc.on.ca/en/policy-and-guidelines-disability-and-duty-accommodate>

<http://www.tbs-sct.gc.ca/ee/dorf-eng.asp>

NEW FEATURE!

LISA'S COLUMN



...So who is Lisa Ly? I am a social work student completing my practicum placement with the Centre for Human Rights (CHR). Like many others who go into the 'helping professions' and aspire to create change, my interest in the field was shaped by my personal experiences which motivate me to work in the field of social justice and equity. I was born and raised in the Jane and Finch community and saw numerous forms of oppression and injustices that my family, friends, and community members experienced. Growing up, I wondered "what could be done to create change and, more importantly, how"? I started in the field of psychology, wanting to work with people at the individual level, but have transitioned into the field of social work which provides a different framework to understanding social problems by recognizing the historical, political, economic, and social contexts that they operate in.

Research/Career interests? This is a question that I grapple with. Although I enjoy working directly with people, I am coming to realize that the field of policy can allow for substantial and meaningful change to be created by addressing systemic inequities. However, I am concerned about not working directly with people on the frontlines and how that disconnect can often be manifested in problematic policies that can cause more harm than benefit.

Why the CHR? I chose the Centre for Human Rights for my placement because I am interested in learning about how human rights related legislation, such as the Ontario Human Rights Code, are addressed in a university context. I will be working with the Education and Outreach team, which suits me well because I am a strong believer in the importance of sharing knowledge in creating change! As Nelson Mandela once said, "education is the most powerful weapon which you can use to change the world."

What am I passionate about? I am passionate about continually working on myself and finding ways to better myself as a person, whether that is through personal development and self-awareness, professional development through work opportunities, or even being a better friend, sister, partner, or daughter and finding time in my schedule to be with the people I care about!

What can you expect to read in "Lisa's Column"? I hope to provide brief insights/thoughts on various issues, ponderings about my readings or interesting articles that I may have come across, and maybe some reflections on my developing practice!

Favorite Blogs: A few blogs I follow include: <http://zenhabits.net/>, <http://hyperboleandahalf.blogspot.ca/>, <http://ohsheglows.com/>, <http://socialworkworld.blogspot.ca/> - they all touch on important issues to me such as practicing mindfulness and simplicity in a chaotic world, finding humour in difficult situations, delicious and healthy food, and, of course, social work issues!

One thing you don't know about me: I am a huge animal lover and I think I may love my two dogs a little bit too much (if that's possible)!



Centre for
Human Rights

Centre des droits
de la personne

DECEMBER 4TH

11:30AM – 12:30PM
Outside Vari Hall

HOW WILL YOU REMEMBER?

NATIONAL DAY OF REMEMBRANCE & ACTION ON

VIOLENCE AGAINST WOMEN

Gender Based Violence & its Impact on Aboriginal Communities

KEYNOTE SPEAKER

Representative from the Native Women's Resource Centre of Toronto

For more information please contact Jodie Glean, jglean@yorku.ca



Guest Performer

THE REAL SUN

Singer, Community Activist, York Alumna

Commemorative blankets & candles
will be given away (limited quantity)

Hot chocolate will be served

YORK
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Centre for
Human Rights

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INCLUSION DAY CONFERENCE

JANUARY 28TH, 2015

8:30am - 6:00pm

York University Keele Campus, 280N York Lanes
Join us as we SHARE IDEAS & RESPECT DIFFERENCES

CALL

Past Histories & Present Stories: Finding Meaning in Human Rights

How are human rights made real?

How are identities navigated/changed?

What are the new human rights battles being fought, or are we still
fighting the same issues from the past?

FOR

PROPOSALS

We are inviting individuals to submit proposals that focus on, but are not limited to:

- Indigenous knowledge
- Intersectional identities
- Race and racialization
- Gender expression/expectations/identity
- (dis)Abilities
- Business, Science & Human Rights
- Religion/Spirituality
- Knowledge production and pedagogy
- Immigration/Refugee issues
- Community leadership & mobilisation
- Sexual orientation
- Social Media & Human Rights

Presenters may submit proposals for a 75 minute session in one of the following formats:

- Roundtable discussion
- Do-it-Yourself (DIY) workshop
- Individual or panel presentation
- Interactive workshop
- Dialogue process
- Artistic/Creative presentation & discussion
- Social Media & Human Rights

Proposals must be submitted no later than Friday, November 21, 2014 either by:

online submission: <http://www.yorku.ca/rights/forms/view.php?id=27>

or

email submission to: jtcheng@yorku.ca or jglean@yorku.ca as a .doc or .pdf

For more information or to request the proposal in an alternate format contact:

Josephine Tcheng (jtcheng@yorku.ca) www.yorku.ca/rights

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