

# CHR

10/11

CENTRE FOR HUMAN RIGHTS  
ANNUAL REPORT





**CENTRE FOR HUMAN RIGHTS**  
2010 / 2011 ANNUAL REPORT



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# ABOUT

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## THE CENTRE FOR HUMAN RIGHTS

The Centre for Human Rights (the 'CHR') advocates for the adherence to the spirit and intent of the provisions of the Ontario Human Rights Code (*the Code*) as well as all human rights policies at York University (YU). The mission of the CHR is to assist individuals and groups to address and resolve allegations of discrimination and harassment as defined by *the Code* and York University human rights related policies. Furthermore, the CHR promotes and encourages respect, equity and inclusion at YU through both broad and targeted educational initiatives. It is also a free information and dispute resource for all university community members, supported by staff who are objective and trained in case management, dispute resolution and mediation. When allegations are raised, an inquiry is conducted at an informal level, seeking early and effective resolution for the individual(s) involved. Where a complaint cannot be resolved informally by the CHR, the matter is mediated and/or investigated in accordance with established University policies, practices and agreements.

The CHR plays a significant role in human rights awareness by promoting a culture of equity, inclusion and mutual respect by engaging in creative educational initiatives. As part of its educational role, the CHR liaises with human rights groups, committees, associations, and organizations both within the University as well as the external community as resources permit to gain knowledge and information about emerging issues as well as best practices. Over the past year, the CHR has worked extensively on fulfilling its expanded educational mandate and on furthering its outreach initiatives, and as a result has been able to reach a much larger audience than in previous years. The CHR has also expanded its collaborations with various student groups to partner on events designed to raise awareness about human rights issues on campus. Further to this, the CHR has begun to make more consistent use of social media tools, such as Facebook, Twitter and YU Connect for outreach and to connect with students to inform them about CHR-led initiatives and events, while cross-promoting activities with other groups on campus.

# CASE RESOLUTIONS

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## CHR CASE FILES

A total of 180 files were opened between September 2010 and August 2011, a marked increase over last year's figure of 142 case files. This likely stems from an increased awareness about human rights protections overall by the university community, following the increased educational and outreach efforts by the CHR education and communication team. In previous years, the CHR divided its files into three categories: Human Rights Complaints, Ombuds Cases and Enquiries. This is no longer the case. Files opened at the CHR are now called Complaints and Consultations, with the Ombuds category being handled entirely by the Office of the Ombudsperson ([yorku.ca/ombuds](http://yorku.ca/ombuds)), and Enquiries representing only four files.

Furthermore, during the reporting period, the CHR logged 10 "non-jurisdictional" files not covered by CHR's mandate; these files did not involve a human rights issue and were subsequently referred to the appropriate university body or office for further action. The term "Consultations" was added to distinguish the work from enquiries where a simple phone call often resolves a question. Enquiries relate more to a quick reference or provision of information, often, but not always in relation to a human rights issue. Consultations on the other hand, relate more to providing guidance and/or direction on potential human rights violations. In summary, the 2010/2011 academic year saw the CHR address 176 human rights Complaints and Consultations, and four enquiries. As of August 31, 2011, 17 complaint files remained open/active, while the balance was addressed and closed.

In addition, the CHR's staff continues to receive human rights related informal calls and emails throughout the year that are not tracked in its current database due to its limited nature. These calls and emails are resolved quickly, often during the first point of contact, with the result that possible formal complaints are avoided. These contribute to the timely and effective resolution of several human rights related concerns in addition to those where a file is opened.



## HUMAN RIGHTS COMPLAINTS AND CONSULTANTS

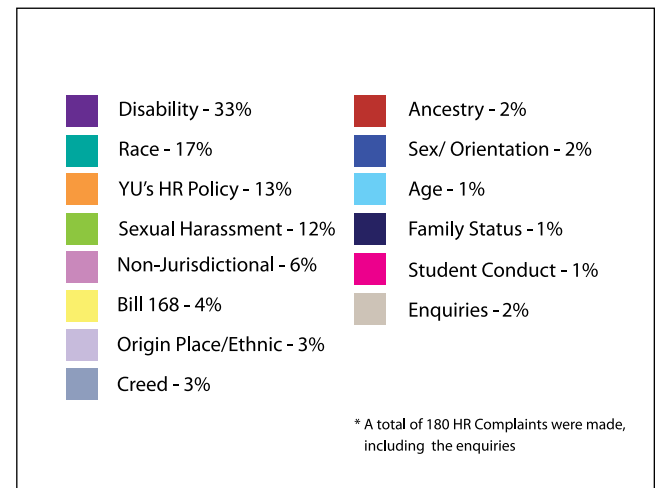
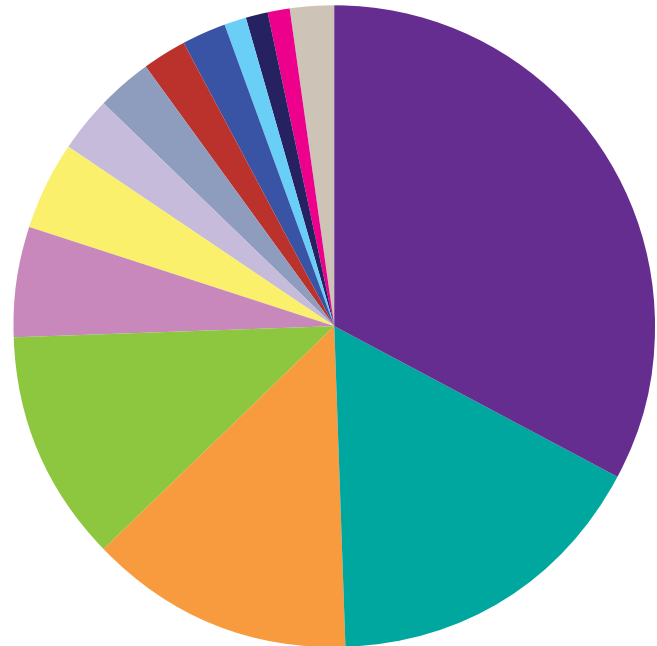
The largest proportion of complaints and consultations for 2010/2011 was disability related cases, with a total of 59 files opened. While this represents a near-doubling in the number of files compared to last year's 31 disability related cases, its proportion relative to other types of complaints and consultations remains the same, approximately one-third. This is consistent with data from 2008 onward, and reflects the CHR's efforts to inform the YU community about disability related issues and promote accessibility. The CHR works closely with York's Counselling and Disability Services, as well as with committees such as Access York, to improve access and accommodation for YU community members with disabilities. The CHR also partnered with student and other YU community member groups to support awareness-raising campaigns, all of which may have resulted in greater awareness and interest in raising disability-related complaints and enquiries.

The next largest group of complaint and consultation files was race related, with 30 cases opened, representing over 17% of all files handled by the Centre for human rights. This is a sharp increase compared to last year's five cases (6%), but is also a reflection of the CHR's new process for tracking consultations. The bulk of these consultations related to one incident where the persons were seeking information and guidance about concerns relating to a possible violation of the Code based on racial grounds. The CHR responded swiftly to the complaints, and helped create a forum for dialogue between the one group that made certain remarks and several individuals and groups that raised the concerns about these statements. The CHR assisted by organizing meetings and facilitating respectful dialogue, thereby demonstrating the its important role in raising awareness, promoting tolerance, sharing ideas and respecting differences amongst YU community individuals and groups.

Two other categories comprised a large proportion of the cases opened in 2010/2011: York University's human rights related policies (24 files, 14%) and sexual harassment (21 files, 12.2%). The first group's complaints and consultations related to concerns and questions about YU's policies themselves and how the policies are applied. Although the number of cases has increased, the proportion

## TYPES OF HUMAN RIGHTS COMPLAINTS

This collection of data was taken from September 1, 2010 to August 31, 2011



relative to other case files opened is the same as last year. [This was likely a result of the targeted outreach and awareness initiatives undertaken by the CHR since August 2009 to educate students,

faculty and staff about York's human rights policies and how these affect them.] The sexual harassment files related to a wide range of inquiries from actual complaints to consultations about whether a particular set of circumstances/actions constituted sexual harassment. While the number of files is relatively low, considering the size of the YU community and external statistics available, the CHR continues to place special attention on this serious issue through its educational and outreach initiatives. These will serve to promote a high level of awareness and to encourage community members to take proactive and preventative action. With more of the YU community members becoming aware of human rights issues, how to recognize violations, as well as the resolution mechanisms available to them, increasing numbers have contacted the CHR for assistance and advice.

#### **Case in Focus: Case Resolution – Overlapping Jurisdiction with OSCR**

An important role of the CHR Case Advisor is to be a Local Adjudicator for the Code of Student Rights and Responsibilities. As such, the CHR is often involved in cases concerning students that have overlapping jurisdiction with the Office of Student Conflict Resolution (OSCR). As Local Adjudicator, an Advisor is able to facilitate resolution under the dual jurisdiction of CHR and OSCR, which ultimately creates more than just efficiency in case resolution; it ensures that cases are processed using the lens of both the York University human rights policies and the Ontario Human Rights Code on the Code of Student Rights and Responsibilities. It also allows an advisor, in the appropriate circumstance, to implement sanctions and/or restrictions on a student's behaviour or contact when another student or employee's safety is at risk.

## **BILL 168 COMPLAINTS AND CONSULTATIONS – WORKPLACE HARASSMENT AND WORKPLACE VIOLENCE**

Cases related to Workplace Harassment and Workplace Violence policies (Bill 168 of the Occupational Health and Safety Amendment Act) technically fall outside the CHR's mandate, as they are not based on a human rights ground. However, the CHR handled eight such files last year (representing about 4% of total case files), at the request of units which had initially responded to these cases. This is due mainly to the fact that CHR staff are trained as investigators/mediators and could assist in addressing these issues. Indeed, the CHR routinely receives calls and inquiries about this new protection which became effective July 2010 and has been able to provide guidance and direction as to the processes and procedures that the university has put in place for staff and faculty. This is another way in which the CHR serves as a valuable human rights resource to the wider YU community.

#### **Case in Focus: Case Resolution - Investigation**

The majority of the cases the CHR receives are resolved through an informal process. The case resolution team utilizes a variety of Alternative Dispute Resolution mechanisms to do this, which leads to effective and timely resolution of human rights complaints on the York University Campus. A formal investigation process is undertaken in less than five per cent of the cases that reach the CHR. In such instances, a written complaint is submitted by the complainant and the respondent is given a full opportunity to reply. The CHR investigator then interviews the complainant, the respondent and appropriate witnesses. In accordance with applicable collective agreements, a complaint/respondent/witness is entitled to have a representative of their union present at any meeting with a member of the CHR's staff.

Once the interview and information gathering process is complete, the CHR investigator will draft an investigation report with key findings of fact related to the complaint. This report is then distributed to the complainant and respondent as well as the appropriate University official, who proceeds with making a decision about the appropriate course of action which may include disciplinary and/or educative requirements.

## COMPLAINANT AND RESPONDENT DATA

As in previous years, the majority of complaints and consultations were made by students, representing 107 cases or 59% in 2010/2011. Although the number of student complainants has increased versus last year's figures (92 files), the proportion has decreased, from 65% of case files last year, to 59% this year. This downward trend has continued since the 2008/2009 academic year, when students comprised 79% of complainants. The second largest number of complaints came from staff, with 41 complaints filed – only 1 file less than last year but proportionately, staff complaints have decreased to less than 23%, versus nearly 30% in 2009/2010. A significant increase was recorded in the number of faculty complaints and consultations, which totalled 30 files (16.6%) compared to only five files (3.5%) last year. This combination of data was viewed as a positive statistic by the CHR. Since 2009, serious efforts have been made to engage community members who would not normally access the CHR and its resources, including faculty, through committees and outreach initiatives. It is an encouragement that more faculty members felt safe enough to take advantage of the information and assistance available through the CHR, and such targeted outreach activities to enhance the CHR's range and reach will continue.

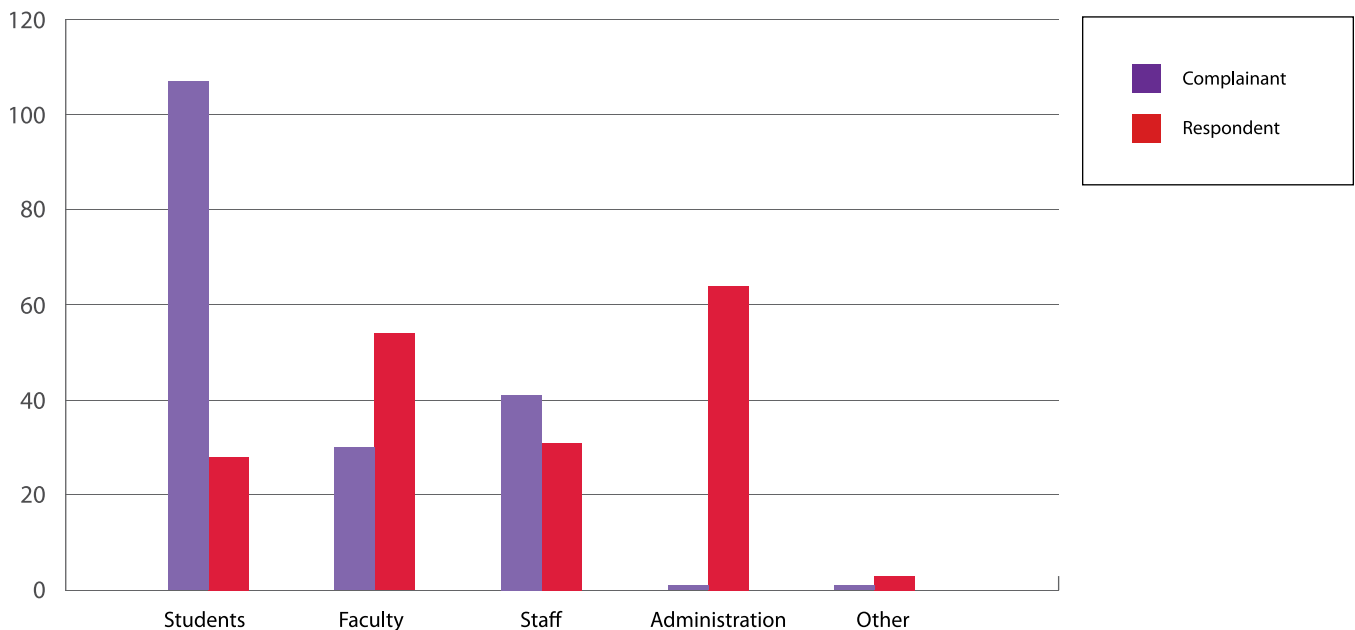
This year's respondent data showed several changes compared to previous years. First, the category "Administration" (Admin) was

added; although on the complainant side only one file was opened, on the respondent side, Admin was involved in 64 cases.

The new Admin category represents a staff unit, usually an office, group or committee, versus an individual staff member.

An example of a unit inquiry is when the CHR receives a call from the Director of the Office of Student Complaint Resolution; the Director is requesting advice and direction about a human rights related matter that their office is addressing but is not the actual complainant. Previously, Admin cases were included in the Staff category, but these have now been separated out to better reflect complainant and respondent data. This had a notable impact on the Staff category of respondents, where previous complaints against an office or administrative unit were grouped with the complaints against individual staff members. There was a sharp decrease in the number of Staff respondents, which comprised 17.2% of the total (31 files), versus 63% (90 files) in 2009/2010. [This may also be a reflection of the CHR's ongoing work to train and educate members of worker's unions on campus through the Respectful Workplace initiative.] There was also a marked increase in the number of faculty respondents, who were involved in 54 cases, or 30%, compared to 19 cases (13%) last year. The number of files with student respondents is one less than last year, but has proportionately declined by about 5%.

## COMPLAINANTS AND RESPONDENTS (2010/2011)



# EDUCATION & PREVENTION

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## INTRODUCTION

Since it was established in 2008 in its current form, the Centre for Human Rights has strived to make York University a more inclusive community. Initially, the CHR did so by providing advice and resources to students and faculty, then extending its reach to other community members such as staff, and by forming important relationships with other campus groups. In the 2009-2010 year, the CHR recognized that its role reaches far beyond the scope of resolving human rights related cases (although this work remains a crucial part of its operations), to actually helping to change YU's culture to one of a community that is respectful, equitable, diverse and inclusive. CHR staff and volunteers play an important role in providing educational opportunities as well as becoming more integrated with the wider York community. They also improve the CHR's participation and visibility through a diverse range of events, committee involvement and collaborative partnerships. This has helped the CHR cement its reputation as an important and integral part of the resources and services available for the community. This section aims to highlight the expanding reach of the CHR's activities by featuring a selection of its key areas of focus, audiences, events and collaborations.



## AREAS OF FOCUS

The CHR focuses its activities and events on certain key topics, with a view to create a more respectful, inclusive university community. Diversity and Inclusivity is one area in which the CHR carries out a large proportion of its educational work, offering training to several on-campus groups, in addition to its Share Ideas/ Respect Differences as well as other campaigns to raise human rights awareness.

Between September 2010 and August 2011, diversity and inclusivity trainings were delivered and co-facilitated in various forms, including:

- A 'Valuing Diversity in the Workplace' session for the Manager On-boarding Program
- Presentations to York Youth Connection Summer Day Camp students
- Training for Residence Dons and Peer Health Education Teams Inclusivity training to 700+ Orientation Leaders
- Training for the CHR's Diversity Peer Ed. Team
- Sessions for Teaching Assistants and graduate assistants on diversity in the classroom
- Open workshops for all YU community members including: Inclusivity Training, Introduction to the Centre for Human Rights, Diversity and Social Justice 101, Positive Space, and an online Respect and Inclusivity Awareness Tutorial
- Inclusivity, Positive Space, and Respect in the Workplace sessions were also provided at the request of different York staff units/departments

This sample of educational activities highlights the cross-cutting nature of human rights education and information the CHR has been able to provide. Many of the workshops and trainings were requested by other representative bodies, which demonstrate how the CHR has enhanced its outreach to campus stakeholders.

These partnerships have also allowed staff to tailor the CHR's training materials for diverse audiences, providing an improved adult learning experience for participants.

## SHARE IDEAS/ RESPECT DIFFERENCES CAMPAIGN

The Share Ideas/Respect Differences campaign is currently integrated with the CHR's annual conference, Inclusion Day. The associated posters and other communications tools used around this time promote this important message in a succinct and meaningful way for the YU community. There are some additional initiatives and events that use this slogan to promote respectful dialogue on a range of topics where differing views may have (in the past) led to tension, misunderstanding and conflict. An example is the CHR'S partnership with the Standing Committee on Campus Dialogue (SCCD) to facilitate events and initiatives that promoted dialogue through the sharing of ideas and respecting of differences. Below is a sample of respectful dialogue-related initiatives hosted or co-hosted by the CHR:

- Dialogue on Hate which included a film screening and faculty panel discussion of the documentary "Anatomy of Hate: a Dialogue to Hope" (in collaboration with the SCCD)
- Dialogue session with the Canadian Arab-Jewish Dialogue Group

**ANTI-RACISM CAMPAIGNS  
AND WORKSHOP FOCUS GROUP**

The anti-racism initiative is new for 2010-2011. Within this strategy the CHR began reaching out to various community members with the aim of organizing a working group to consider the creation of an Anti-Racism workshop (similar to that which was used for Positive Space). The intention is for the focus group to meet over the course of the year to develop content of the workshop as well as collaborating to improve racism awareness to the university community. In addition to working towards the creation of the Anti-Racism workshop, CHR staff facilitated other educational sessions related to diversity, inclusion and racism with various audiences, including in-class discussions on immigration, cultural diversity and religion.

**ANTI-RACISM ACTIVITIES**

In the spring of 2010 the Canadian Federation of Students published a Taskforce Report on Campus Racism. As part of this report, recommendations from METRAC's Campus Safety Audit in July 2011 and themes from its cases, the CHR will be undertaking over the next two years the development of initiatives to combat racism which will be informed by the above cited reports. During 2010-2011, the CHR staff also partnered with stakeholders to facilitate educational sessions related to diversity, inclusion and racism with various audiences, including:

- Facilitation of a very well-attended session with Professor Wilburn Hayden on 'Canadian Racial and Ethnic Silos'
- As part of the student, faculty, YFS, and staff Ad hoc committee, the CHR assisted in coordinating a dialogue session and panel discussion called "Racism in the Media: York U Talks Back" in response to McLean's article "Too Asian" published in the spring of 2011

IN RECOGNITION OF  
THE INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION  
**CANADIAN RACIAL AND ETHNIC SILOS**

**WILBURN HAYDEN**  
PROFESSOR, SCHOOL OF SOCIAL WORK

A DISCUSSION ON SILOS INCLUDING POVERTY AS A RESULT OF MULTICULTURALISM  
WEDNESDAY MARCH 23, 2011 12-1PM YORK LANES 305  
LIGHT REFRESHMENTS PROVIDED

**SHARE IDEAS. RESPECT DIFFERENCES.**

yorku.ca/rights

**“TOO ASIAN”**  
RACISM IN THE MEDIA: YORK U TALKS BACK!  
THURSDAY 12 MARCH 2011 4:00PM  
CURTIS LECTURE HALL B

Speakers:  
**Karen Sun** - Canadian Coalition of Community Partners to Eliminate anti-Asian racism  
**Professor Guida Man** - Sociology, York University  
**Sharmeen Khan** - Coordinator of Administration, OPIRG York  
**Professor Wilburn Hayden** - Social Work, York University  
**Vanessa Hunt** - VP Campus Life, York Federation of Students (YFS)

Youth Coalition Against Racism  
Ontario Public Interest Research Group - York  
York Federation of Students  
Centre for Human Rights

## RESPECTFUL WORKPLACES

Another important area of focus for the CHR is encouraging respectful workplaces through the promotion of respect for human rights and diversity. In recent years, the CHR has made a concerted effort to reach out to audiences beyond the student population to ensure that more staff, administrators, faculty and other YU community members became aware of the CHR and its services. This has resulted in an increase in the number of case files with non-student complainants, but has also increased the demand for information and training on human rights as they relate to the workplace. Some key examples are listed below:

- CHR Staff participation in the working group relating to the creation of the procedures and flowchart for the Workplace Harassment Prevention Program at York University in preparation for Bill 168 coming into effect.
- Presentation on human rights in the workplace delivered to Engineering students
- Facilitated multiple sessions over the year on Respect in the Workplace (co-sponsored by Learning & Organizational Development)
- Collaboration with Special Events Coordinator in Faculty of Liberal Arts and Professional Studies (LA&PS) to facilitate a presentation on the Human Rights Basics in Getting Canadian Work Experience
- CHR staff participation in two Better Workplace Initiatives consultations
- CHR staff participation in meetings relating to the drafting of a proposed Employment Equity Plan, and development of a 'Building a Culture of Inclusivity in the Workplace' session as part of the new Manager U program in Human Resources and Employee Relations
- Contribution to pilot video training project for Student Community, Leadership and Development-led Peer Mentor programs

Through these initiatives and collaborations, the CHR has been able to reach several key areas of the university administration, including the Office of the Registrar and the HR Department. An important partnership that has continued to grow this year is the one with Learning & Organizational Development (L&OD). CHR and L&OD coordinate events and trainings together by cooperatively building their calendars and cross-promoting each others' work. The relationship with L&OD also helps to position human rights related training as a mainstream topic that should be included in learning and development plans for all staff groups in the YU community.

### Case in Focus: Sexual Harassment

A York Administrator contacted the CHR to consult on a sexual harassment case for which she was trying to determine jurisdiction. The case involved elements of conduct that could be described as sexual harassment that fell within an employment context as it occurred between two students who were also employed as part time staff. With the assistance of the CHR, the case was addressed early and internally by the managers whereby an effective resolution was achieved. This ensured that the workplace avoided becoming poisoned and highlighted the university's commitment to safe, respectful and harassment free workplaces with effective and timely action to stop harassment and prevent any further incidents by the persons involved.

## INCLUSIVITY TRAINING PROGRAM

Since 2008, the CHR has partnered with Student Community Leadership and Development' (SCLD), York Orientation Director's Association (YODA) and the York Federation of Students (YFS) to develop curriculum and facilitate Inclusivity Training using an anti-oppression approach.

This Inclusivity Training Program is co-facilitated annually as part of the College Councils' Orient the Leader training. This day-long series of workshops for approximately 700 Orientation Leaders (also known as 'Frosh Bosses') provides important information for leaders to welcome and lead social orientation for first year students to campus at the beginning of the academic year. Between 2010-2011, the CHR also partnered with YFS to co-facilitate two Inclusivity Training sessions for 58 Security Official staff.

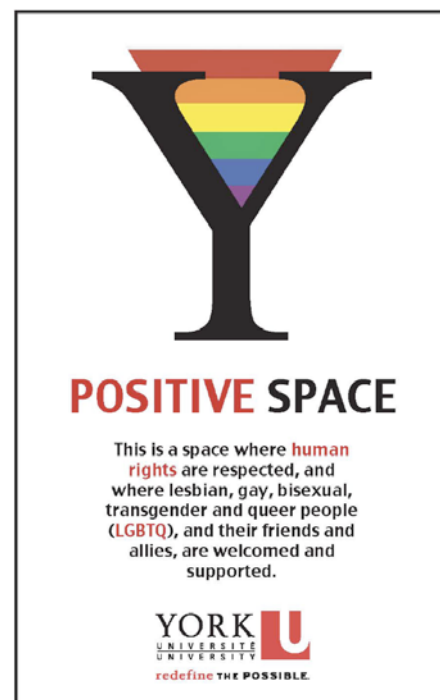
## POSITIVE SPACE

In the summer of 2010, the Positive Space Program underwent a review and revision with the assistance of a working group comprised of students, staff, and faculty. This revised program was rolled out to campus in September 2010 with a series of pre-set workshop dates. During 2010-11, the Positive Space workshop became the most commonly attended and sought-after workshop administered by the CHR.

Positive Space decals are often displayed around campus to indicate that a community member supports LGBTQ-identified individuals and their allies. The York Positive Space decal received an update in 2011: an revised statement and reusable decal so community members can take it with them when they move office. Additionally, the CHR worked with the External Coordinator of Trans, Bisexual, Lesbian, Gay and Allies at York (TBLGAY) to publish their "OUT at YORK" resource pamphlet for use at Pride 2011 and around campus.

### Case in Focus: Trans

The CHR has worked with transgendered students and faculty in recent years. These cases involve sensitive discussions about identity, sexuality, and gender expression. In many instances, the CHR can play a vital role in bringing about resolutions. One example includes a student who alleged that a staff member discriminated against this student because of this student's gender identity. The student asked to be addressed in a different gender and faced challenges and difficulties in having the gender identification changed in records as well as facing reluctance on the part of some university personnel to address the student in their preferred gender. Another student identified concerns about their privacy being breached and recounted how their sexual identification was exposed to several York personnel who did not need to know of the student's biological gender. As a result of the breach, the student was harassed and faced discrimination. Based upon the lessons learned in this case resolution, the CHR has committed to review and offer feedback on how procedures can be improved to ensure that any systemic barriers for transgendered individuals are addressed and also ensure that privacy is maintained and respected.





## DISABILITY / ACCESS

Some CHR staff are members of the Access York Coordinating Committee that addresses physical access on campus and implementation of Accessibility for Ontarians with Disability Act (AODA) along with sub-committees addressing three important areas: Practicum, Language, and Disability and Education Awareness.

Over the course of 2010-11, the Centre for Human Rights supported events that profiled disability rights and helped to raise awareness about student's experiences with disabilities at York. This included debating the Ontarians with Disabilities Act with panel members including David Lepofksy, Chair of the AODA Alliance.

Additionally, due to themes arising from disability-related complaints, the CHR started an initiative to assist faculty members in better understanding York's academic accommodation policies for students with disabilities. A memo was created and co-signed by Rhonda Lenton (Vice-Provost Academic), Marc Wilchewsky (Executive Director, CDS), and Noël Badiou (Director, CHR) to highlight important points about academic integrity, accommodation requirements and student privacy. The Faculty Memo on Academic Accommodations at York University was subsequently distributed in January 2011. There is interest to re-distribute the memo at beginning of each term to ensure instructors are aware of this policy.

### Case in Focus: Disability

A consistent trend that the CHR has noticed in case resolution is students with disabilities alleging that they have not been reasonably accommodated. The CHR case resolution statistics for this year show that disability issues are again the most prevalent concerns which are addressed in case resolution. For example, a student with learning disabilities alleged that a professor refused to accommodate their needs in class, as the professor refused to allow the student's note taker to use a laptop to record the student's notes in class. CHR plays an important role in resolving these types of cases by facilitating a resolution where the faculty member obtains information and receives clarification about reasonable accommodation and the obligations and responsibilities under YU policies relating to accommodation and the Ontario Human Rights Code. As part of our resolution process we use feedback from the faculty member, Department Chair, disability counselor and the student. The CHR resolves cases with the goal of ensuring that the accommodation process is an equitable way of implementing and balancing reasonable accommodation with academic integrity.



# OUTREACH & AWARENESS

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## AUDIENCES

The CHR reaches a wide range of YU community members through its educational activities, in-class presentations and events. As previously mentioned, the CHR works hard to engage groups and audiences who would not otherwise know about or benefit from its services. This is organized through communications campaigns (including posters, banners, York TV ads, etc.), online postings about events and resources, as well as through in-person interactions. Collaboration and coordination with student groups, departments, committees, union representatives and management teams have assisted in extending CHR's message to the various audience types listed below.

Type	Est. Pop'n (both campuses)	Examples of Audience Groups
Students	55,000	First year students, faculties (i.e. Nursing students), clubs and student organizations (i.e. Chess Society Club), Guyanese Social Club), orientation leaders, peer educators
Faculty	1,500	Departments and faculties (i.e. Faculty of Education Department of History). teaching assistants, individual professors
Staff	5,500	Administrative staff, Maintenance Workers, Security Officers, Parking Services staff IT department
Local Community	20,000 (in the areas adjacent to YU's Keele campus)	High school students, parents, local councils, community organizations

## EVENTS

The CHR recognizes and celebrates several key dates annually, including the International Day for the Elimination of Racial Discrimination, International Women’s Day and National Day of Remembrance and Action on Violence Against Women (December 6) through awareness events on campus. They have also built up a series of annual events that bring other issues to the forefront, such as Inclusion Day, York Pride / Flag Raising, Can I Kiss You? and the Trans Day of Remembrance, which engage the YU community through diverse activities such as comedy, debates, film screenings and exhibitions.

To the right is a sampling of key events hosted (or co-hosted) by the CHR over the 2010-2011 academic year.



Date	Event
SEPT 2010	'Can I Kiss You?' (raising awareness about safety and prevention of sexual assault/harassment)
OCT 2010	Inclusion Day (conference, keynote speech and book signing by Dr. Izzeldin Abuelaish)
NOV 2010	International Day for the Elimination of Violence Against Women Transgender Day of Remembrance
DEC 2010	International Day for the Elimination of Violence Against Women (in remembrance of the Dec. 6 <sup>th</sup> Montreal Massacre)
FEB 2011	Panel presentation: 'Lived Experiences of York Students with Disabilities' Film showing: 'Anatomy of Hate: a Dialogue to Hope' Dialogue session with the Canadian Arab Jewish Dialogue group
MAR 2011	Health as a Bridge to Peace's 'Week of Dialogue' International Womens Day events: fundraiser; 'Voices Rising' music and poetry night; Human Trafficking interactive display; film screening of 'The 10 Conditions of Love' Debate on the <i>Accessibility of Ontarians with Disabilities Act</i> International Day for the Elimination of Racial Discrimination event: discussion session with Prof. Wilbur Hayden, 'Canadian Ethnic and Racial Silos' Discussion session with student groups, 'Racism in the Media'
JUNE 2011	Pride at York, flag raising at both Keele and Glendon campuses

# LOOKING AHEAD

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## THE YEAR 2011-12

Proceeding into the 2011-2012 academic year, the CHR is expecting to further build and enhance its educational and outreach initiatives as well as continue to address questions, concerns and complaints in a timely and effective manner for YU community members.

From an educational stance, the CHR is committed to further its work and efforts in reaching out to students, faculty and staff. In the upcoming academic year, the CHR will explore new partnerships and collaborations that will promote respectful dialogue and the safe sharing of ideas. One such partnership will centre on a series of dialogue sessions by the UofMosaic @ York student chapter that will create safe and respectful spaces for addressing challenging Middle Eastern issues. The CHR will play a key role in supporting this initiative and moderating these discussions. Other partnerships will include further collaborations with student groups including the York Federation of Students (YFS), the Graduate Students Association (GSA), the Sexual Assault Survivors' Support Line & Leadership (SASSL), Trans Bi Lesbian and Gay Allies at York (TBLGAY), the York University Black Students' Association (YUBSA), peer mentors and student leaders, as well as several staff and faculty groups including Access York, The Aboriginal Council and the York University TD Community Engagement Centre.

## **HOW TO REACH US**

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