



Centre for  
Human Rights

Centre des droits  
de la personne

---

# 12/13

---

# ANNUAL REPORT

---

RESPECT | EQUITY | DIVERSITY | INCLUSION

---

# Contents

Vision & Mission .....	4
Message from the Director .....	5
Achievements .....	7
2012 - 2013 Activities .....	8
The Way Forward .....	17
Annex 1: Events, Workshops and Trainings .....	18

---

**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

---

**12 / 13**  
**Annual Report**

---

# Vision & Mission

The CHR contributes to York U's vision of social justice and accessible education. It focuses on building a respectful, equitable, diverse and inclusive community at York U.

Guided by our principles (noted to the right), we serve current students, faculty, and staff, and strive to advance, promote, and uphold human rights at York U in two ways:

**Preventative programming** through education and outreach that increases awareness of individual and institutional roles, rights and responsibilities under the Ontario Human Rights Code and York U's policies and procedures; and

**Remedial services** through mediation, consultations and investigations that resolve questions, concerns and complaints related to breaches of the Ontario Human Rights Code and/or York U human rights policies efficiently and effectively.

---

**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.

## **GUIDING PRINCIPLES**

**Alignment** - The CHR is responsive to the broader mission and guiding principles of the University

**Accountability** - The CHR is accountable to the University community including students, faculty and staff

**Accessibility** - The CHR is readily available to all members of the University community

**Collegiality** - The CHR is committed to building mutually productive and collegial relationships with other York Community members.

**Confidentiality** - The CHR takes great care in keeping private and confidential all personal information that it receives in its case resolution processes and education sessions.

**Diversity** - The CHR promotes the recognition and the valuing of the diverse identities comprising the York community.

**Impartiality** - The CHR is unbiased and impartial towards contending parties in matters related to human rights.

# Message from the Director



An organization's success is founded on the people who lead and operate it. The more diverse perspectives brought together to provide these functions, the better positioned an organization is to respond to the needs of those they serve and an ever-changing environment.

At York University, we are fortunate to have a leadership committed to social justice and equity. They have embedded these values within the University's mission statement and are supporting offices like the Centre for Human Rights (CHR) to realize these values.

Our leadership recognizes that by supporting an atmosphere where students are treated with dignity and respect, success and engagement is maximized. Through their commitment to the CHR, York invests in services that further the development of an accessible environment where all members are empowered to research, work and study to their full potential and to contribute to leading, building and operationalizing societal structures. The University's capacity to achieve high academic quality outcomes is strengthened through its community's diverse contributions.

As outlined in this report, the CHR works towards realizing a learning, teaching and working culture at York University that is respectful, equitable and appreciative of diversity and inclusion through four primary ways. Our main focus for 2012-2013 was intensifying our second function, Outreach and Education, while ensuring our other services were delivered effectively and efficiently.

As a result of our intensified efforts, in 2012-2013, the CHR was busier than ever; both conducting outreach and training initiatives, but also dealing with the repercussions of these initiatives: a 140% increase in consultations with early and

---

*"...we are dynamic, metropolitan and multi-cultural... we encourage bilingual study, we value diversity... we explore global concerns...A community of faculty, students, staff, alumni and volunteers committed to academic freedom, social justice, accessible education, and collegial self-governance..."*

## **York University Mission Statement**

---

proactive guidance provided and a 37% and 16% decrease in reactive enquiries and complaints. We also continued to assist in strengthening the University's governance capacity and ability to promote an inclusive workplace through policy advice to York's administration, and to build and strengthen relationships across campus and with external communities. In alignment with university directions, the CHR continued to focus on academic and administrative priorities to enhance and support a culture of performance and accountability, including enhanced resource integration and sustainability through the development and implementation of an integrated planning approach.

A big thank you goes to our small and dedicated 2012-2013 team of professionals: Ellise Amenu, Noa Ashkenazi, Nythala Baker, Anita Balakrishna, Graham Bowditch, Rose Celebre, Mary Collins, Jodie Glean, and Josephine Tcheng. Thanks also goes to the students who supported our work - Amna Khan, Steve Mulholland, Jessica Ho, Michael Hassani, Sarah Fong, Alaa Abuamra, Margaret Macharia, and Nathan Kalman-Lamb, and to Regan Mancini and Calvin Fennell for the production of this report. We look forward to another dynamic year!

---

**Noël A. J. Badiou**  
**Director**  
**Centre for Human Rights**

---

# Achievements

The CHR collects data in its complaints process, training sessions and events to inform our current and future programming. This data and related analysis helps us gauge our impact on creating a respectful, equitable, and inclusive environment that appreciates diversity at York University and our effectiveness and efficiency in addressing alleged human rights violations.

While attitudinal shifts are difficult to measure, our data suggests that our work is having a positive impact. Our analysis primarily focuses on our case data. We believe that the number of enquiries and consultations and the nature of our cases can indicate how well we are performing our education and outreach programming. When assessing our case management services, we also look at the number of cases we have resolved. Within the coming year, we hope to expand our data collection mechanisms to better assess our impact from other sources as well.

Below is some of our data analysis as we compare the 2011-2012 to the 2012-2013 academic year:

---

**7,300+**

Number of York community members engaged through our outreach and education program

An increase of 3.5%, the CHR reached a larger community this year than ever before.

**140%**

Increase in number of consultations opened by the CHR

At 127 versus 51 last year, it represents the highest number of consultations ever opened at the CHR. The increase is partly due to improved recording of consultations. More importantly, we believe that the increase also means that community members are increasingly comfortable in contacting the CHR for broader human rights related advice and direction very early on when an issue first arises. This indicates the CHR is empowering the York community to respond to concerns earlier and more proactively to prevent cases before they escalate to a complaint stage.

---

*At 127 consultations versus 51 last year, it represents the highest number of consultations ever opened at the CHR. The CHR was able to resolve the majority of complaints informally through conciliation or mediation by providing clarification, information or advice.*

---

**63%**

Number complaints resolved by  
the CHR

The CHR was able to resolve the majority of complaints informally through conciliation or mediation by providing clarification, information or advice. With 35% being either referred to other departments as appropriate or abandoned by the complainant, only 2% of cases that come by the CHR resulted in legal action - thereby demonstrating that we were able to effectively work together with the complainants and respondents to solve human rights issues.

**37%**

Decrease in formal enquiries / complaints

We believe this decrease is likely related to increased information flow from the CHR through our enhanced education and outreach programming, meaning that information dissemination has decreased the need to call us. It may also signal that more community members understand what a human rights violation is and how to avoid them as a result of the consultations education and resources we provide.

**16%**

Decrease in informal enquiries / complaints

# 2012 - 2013 Activities

The CHR focuses on building a learning, teaching and working culture at York University that is respectful, equitable and appreciative of diversity and inclusion by encouraging behavioral changes through prevention and remedial services. To meet our mandate, the CHR carries out four primary functions: Policy Advice, Education and Outreach, Complaint/Case Resolution and Consultation, and Information and Referral. Details on our 2012-2013 activities related to these functions are outlined in this section.

## POLICY ADVICE

*The CHR provides policy advice to the York Administration both in terms of the policies it develops, but also on how to turn them into action. Our expertise assists in strengthening York University's ability to develop a culture at York University where all members are empowered to reach their full potential.*

In 2012-2013, policy discussions revolved around concerns and issues of sexual and gender diversity and orientation such as:

- Identification of Gender Neutral washrooms;
- Inclusion/allowance of preferred names on various York forms and tools; and
- Examining the trans housing option/process.

Below are a few of the Committees with whom the CHR engaged in 2012-2013 to contribute to York University's policy discussions and directions:

• **President's Advisory Committee on Human Rights (PACHR):** PACHR is a forum for the presentation and discussion of human rights matters. It reviews existing human rights policies and procedures and provides advice on their development and implementation from time to time as well as the coordination and planning of human rights-related activities. This committee is comprised of executive administration and directors/managers involved in addressing human rights and equity related portfolios and also has student leader representatives.

• **President's Sustainability Council - Sub Committee Social Justice and Human Rights:** This sub-committee of the President's advisory body provides input and recommendations on how to advance York University's sustainability using a human rights lens, including in the planning and implementation of the University's sustainability-related policies, initiatives, projects and practices. This subcommittee is comprised of York students, faculty and staff, also monitors advancement of human rights related sustainability recommendations.

• **SexGen York Committee:** SexGen York is University-wide committee responsible for advising and advocating around issues and concerns of sexual and gender diversity and orientation, whether in terms of university policy areas, academic climate, or general University environment. The Chair of SexGen York reports through the Centre for Human Rights to the President's Advisory Committee on Human Rights.

• **Access York:** An independent body that functions in an advisory capacity to the Presidential Advisory Committee on Human Rights on issues of accessibility, it seeks to foster an inclusive environment for persons with disabilities and those encountering disabling circumstances at York University. In a collaborative framework, it works as an ally to and advocates for, and with, persons with disabilities within the York University to reduce ableism/disablism as they intersect and interact with gender, sex, race, social class, and religious and ethnic identifications, on York University's campuses.



*The CHR works towards building a culture at York University that is respectful, equitable and appreciative of diversity and inclusion by providing tools and awareness to help avert human rights violations from occurring in the first place. In 2012-2013, we offered York students, faculty and staff free human rights-related onboarding and ongoing trainings, conducted outreach activities such as conferences, dialogue sessions, and supported on-campus organizations through our Equity and Diversity Fund.*

**ONBOARDING AND ONGOING TRAINING**

The CHR contributed to York University's 2012-2013 onboarding and orientation sessions and professional development initiatives by providing 68 human rights workshops to over 2,300 student leaders, administrative staff and faculty at York including:

- **Student Groups:** Residence Dons, GoSafe staff members, Faculty of Engineering, Faculty of Fine Arts, Osgoode Hall Law School, Peer Health Educators, Design Students, Centre for Disability Studies, York Red Zone, Excalibur, Glendon, New College College Administrators, YU Connection Camp Counsellors
- **Staff Groups:** Security Services, Learning and Organizational Development, Parking Services, Schulich School of Law

The CHR's 2012-2013 education programming included:

**1. Respect, Equity, Diversity and Inclusivity (REDI):** An online 9 module Moodle-based training course available to all York staff, faculty and students, REDI uses interactive training methods to teach audiences how to better identify and prevent harassment and discrimination under the grounds of the Ontario Human Rights Code and York University's human rights-related policies.

**2. Inclusivity Training:** Focused on building actions that increase the participation and engagement of all people at York University, these trainings provoke dialogue and the sharing of best tips and strategies to increase inclusivity

and examine the important issues of social identities, power, privileges, and diversity.

**3. Respect in the Workplace:** Provoking dialogue and the sharing of best tips and strategies to increase respectful and inclusive actions to attract and retain a diverse community, these sessions are increasing in popularity, with the CHR receiving a number of requests this year.

**4. Understanding Sexual Harassment:** A set of four workshops - Sexual Harassment 101, Understanding Sexual Harassment, Let's Talk about Sexual Harassment, and Understanding Sexual Violence - developed in response to the METRAC Report, these new sessions focus on the various definitions of sexual violence and its modes of operation, how to identify the obstacles that prevent sexual violence's eradication, and how to deal with possible cases.

**5. Race & Inclusivity:** A workshop offered in previous years, this interactive session examines the important issues of social identities, power, privileges, and diversity with a particular focus on race and racialization.

**6. Positive Space:** Also offered in previous years and highly interactive, this workshop explores issues of oppression, power and privilege, and covers inclusive terminology and how to better support LGBT-identified individuals through creating positive space



The CHR is increasingly providing customized training sessions to address specific allegations / situations related to human rights code violations and related matters for specific academic units, administrative departments, and student groups. In 2012-2013, these included Diversity & Professionalism for Engineering Students, Family Status Accommodation and Disability and Inclusion.

## **AWARENESS-RAISING AND EVENTS**

The CHR hosted a number of events and conducted several presentations in 2012-2013, reaching over 3,500 people from across the York University community to raise awareness about human rights. Selected highlights are noted below:

**1. 'Can I Kiss You?':** An annual event that seeks to educate students about consent, sexual assault and sexual violence, the 2012 version saw Mike Domitrz, Founder of 'The Date Safe Project' return as the keynote speaker to give his world-renowned presentation based on his book, "May I Kiss You." Hosted at the Rexall Centre for Excellence on September 4th, 2012 and co-sponsored by York University's College Councils, Residence Life of Student Community & Leadership Development, and the office of the VP Finance and Administration and Women's Campus Safety Grant, the event was attended by York's eight colleges with a total audience of 1800 students and 35 staff -- making it the largest audience at a single event in the history of the CHR's programming.

**2. Inclusion Day Conference:** Hosted on January 31, 2013, and themed "Creating for Inclusion", this annual event attracted 100 participants from across York and beyond. Generating a wide range of topics on Aboriginal experiences, social justice, spirituality, gender, disability, sexual orientation and race and how they associate with creativity, the event's keynote speaker was D'Bi Young. A Jamaican-Canadian Dubpoet, Monodramatist and Dora Prize Winning author, D'Bi also conducted an afternoon workshop and finished the festivities with an exceptional solo performance. Other keynote speakers included Priscilla Uppall, A York University Professor and Deanna Bowen, a Toronto based Interdisciplinary Artist.

**3. Canada's National Day of Remembrance & Action on Violence Against Women:** Attended by 70 people and taking place annually on the evening of December 6, this event included a memorial walk, documentary film, dub poets and speakers who spoke to the need to address violence against women and to remember those people who experienced and experience sexual violence.

**4. Pride 2013:** The CHR partnered with the Art Gallery of York University, Division of Advancement and Glendon College to deliver another successful series of events for Pride in 2013.

**5. "And Social Justice for All" Conference:** The CHR partnered with the Department of Equity Studies and the Toronto District School board to host the "And Social Justice for All" conference on May 8, 2013. Keynoted by Nathan Hklane, National Coordinator of the Zambia National Antiretroviral Support Program and Karlee Anne Sapoznik, President/Co-Founder of the Alliance Against Modern Slavery, the event explored fundamental justice and human rights issues, and featured international speakers, student work, performers, publisher's tables and social justice resources. Attended by over 500 students, it brought significant media attention to York's initiatives to enhance social justice in the greater Toronto community.

**6. Dialogue Sessions:** The CHR worked with UMosaic to facilitate various dialogue sessions promoting discussion between the Israeli and Palestinian diaspora communities. On October 16th, 2012 in the Nat Taylor Cinemas, the CHR and Mosaic Institute hosted a screening of "My So Called Enemy," an award winning documentary film by Leah Gossels detailing the progression of the lives of Palestinian and Israeli women who spent a week together in 2002. UMosaic also hosted three additional dialogue sessions about Israeli-Palestinian conflict discussing religious minorities in the Middle East and an informal facilitated discussion with President Mamdouh Shoukri in February of 2013.

Commenting on the event, President Shoukri stated:

*"I particularly appreciated the opportunity to speak with York students in the open and respectful atmosphere created by The Mosaic Institute. These conversations are necessary on York's campus and indeed on campuses across the country; I am pleased to have taken part."*

### **EQUITY AND DIVERSITY FUND**

In 2012-2013, as part of its outreach and education activities, the CHR continued to actively support on-campus organizations whose mandates reflect Equity, Social Justice and inclusivity as they relate to the CHR's mandate with small grants between \$200 and 500 each. The CHR supported:

- Access York's "RARE" play
- Aboriginal Student Association's Conference
- Critical Disabilities Studies Association @ York's Annual Conference
- York Model United Nations' Annual Conference
- Human Rights Poverty Eradication Project's research into poverty and human rights
- Centre for Refugee's Studies' Symposium,
- Centre for Women and Trans People's "Remembering Otherwise: Centering Race in Gender Advocacy" conference and workshop

### **OTHER OUTREACH ACTIVITIES**

As part of its expanded outreach programming, the CHR aggressively expanded marketing and outreach in the 2012-2013 year, including tabling and postering. In particular, we continued our Diversity Peer Education Team (DPET), a student group managed by the CHR and formed in 2009 to promote the CHR's mandate through peer education about social justice issues. In addition to its weekly tabling in Vari Hall, DPET participated in many different social justice-related initiatives, including a pan-university conference organized by Student Community and Leadership Development, and recruited and trained 23 students - the largest ever number of participants involved in the group - to undertake its upcoming activities.



Inclusion Day Conference



Dialogue Sessions



DPET Outreach

*The CHR conducts consultations, informal inquiries, resolutions / mediations and, where warranted, formal investigations, relating to breaches of the Code and/or York University's policies when brought to our attention by York University's students, faculty and staff. Our case management approach helps us build a learning, teaching and working culture at York University that is respectful, equitable and appreciative of diversity and inclusion.*

In its attempt to collaborate with other community constituents and encourage an atmosphere of mutual respect regarding adherence to the Ontario Human Rights Code as well as York's human rights policies, where appropriate, the CHR processes most complaints and allegations of harassment and discrimination in an informal and non-adversarial manner and using a variety of alternate dispute resolution mechanisms. By 'working together,' we solve issues from a united front, and empower community members to become proactive in the prevention of and the timely resolution of complex human rights issues.

Our one-on-one interactions allow us to provide more precise information, guidance, and mentorship relating to York's Human Rights Policies and appreciation of the Ontario Human Rights Code. While we strive to educate as well as defuse contentious situations, we do advise of formal options such as mediation and/or investigation in accordance with established University policies, practices and collective agreements should an early resolution not succeed.

Between 2012-2013 the CHR received a total of 291 complaints; with 108 identified as complaints, 127 consultations and 56 enquiries, an increase of 3.5% from 2011-2012. The details of which are outlined below and in the figures provided.

**NEW CODE GROUNDS**

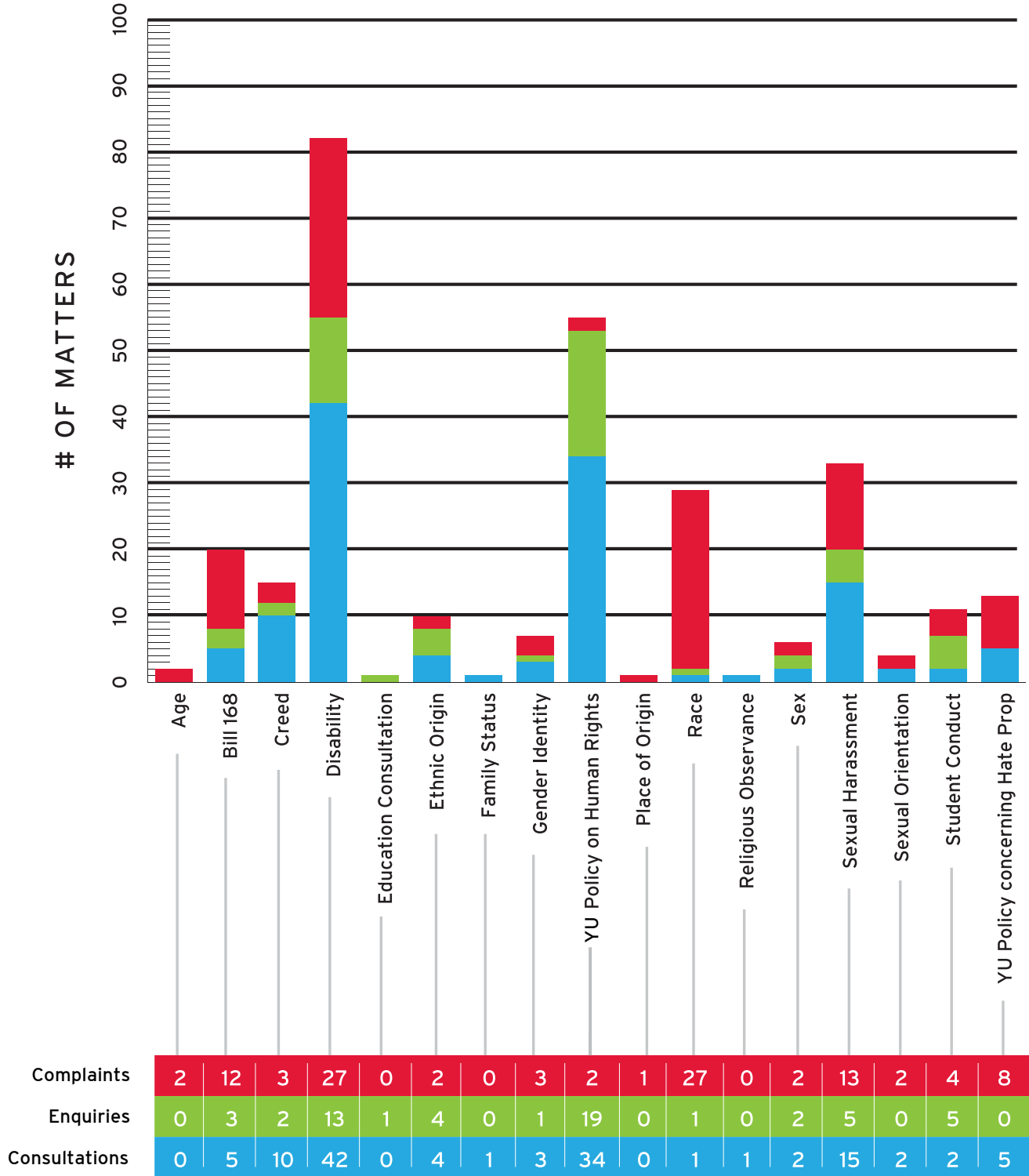
**Gender Expression**

Gender Expression and Gender Identity were added to the Ontario Human Rights Code on June 19th, 2012. The CHR opened 6 files on this ground in 2012-2013; 2 consultations, 2 enquiries and 2 cases.

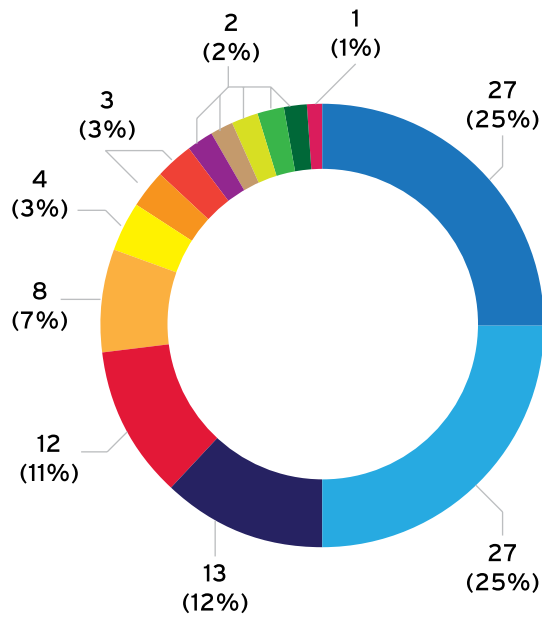
**MEDIATION/ADR EXPERTISE**

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 any ground relayed in the Code. However, the CHR handled 12 complaints and 5 consultations relating to Bill 168 last year at the request of units which were seeking additional mediative and alternative dispute resolution expertise in addressing these cases.

## COMPARISON OF HR MATTER GROUNDS



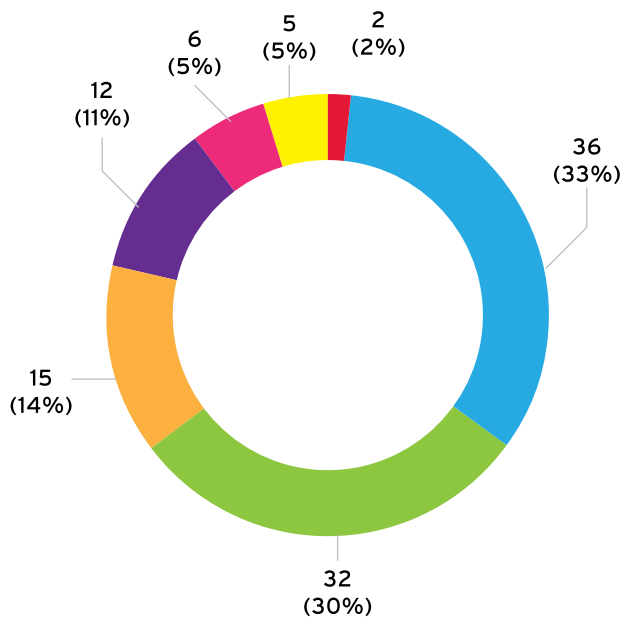
## HUMAN RIGHTS COMPLAINTS GROUNDS (108 MATTERS)



**Complaints:** In 2012-2013, the CHR received 108 complaints - a decrease of 16% from the previous year. The majority of the complaints were related to Disability and Race, followed by Sexual Harassment and Bill 168 (Bill 168 required amendments to the Occupational Health and Safety Act and had implications for complainants, respondents, and employers)



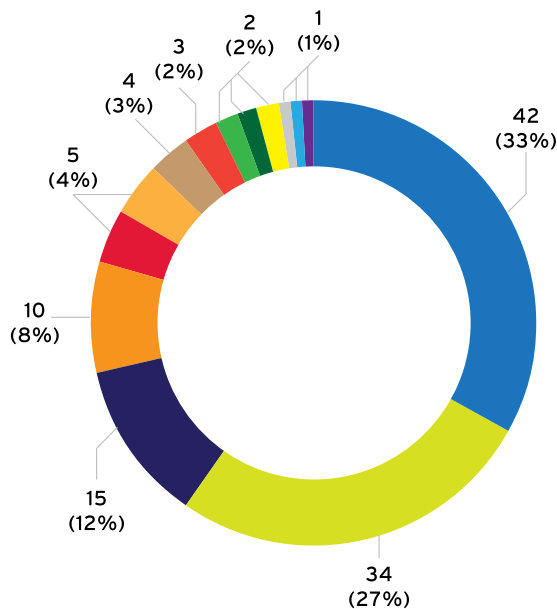
## COMPLAINT RESOLUTIONS (108 MATTERS)



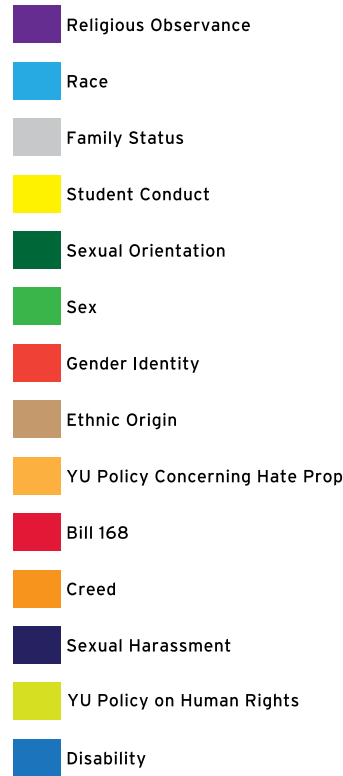
The CHR was able to resolve the majority of complaints informally or by providing clarification, information or advice. With 35% being either referred to other departments as appropriate or abandoned by the complainant, only 2% of cases resulted in legal action.



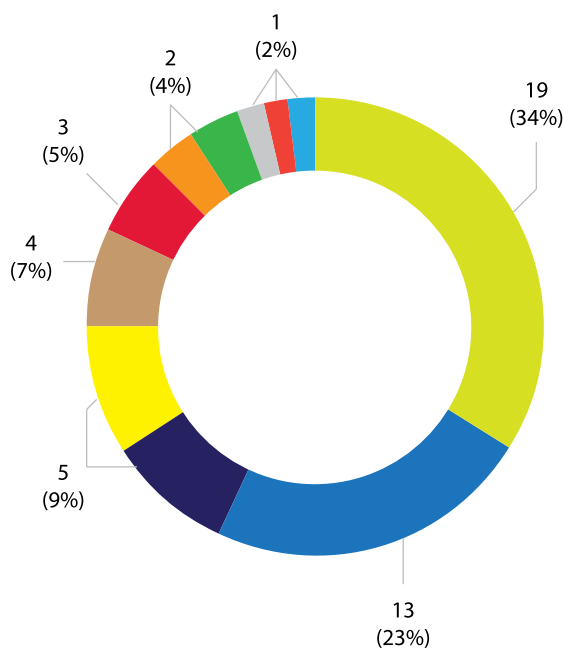
## HUMAN RIGHTS CONSULTATION GROUNDS (127 MATTERS)



**Consultations:** The CHR conducted 127 consultations - a 140% increase from last year. The majority were Disability-related followed by York's Policy on Human Rights, Sexual Harassment and Creed.



## HUMAN RIGHTS ENQUIRIES GROUNDS (56 MATTERS)



**Enquiries:** The CHR received 56 formal and informal enquiries from community members seeking a quick clarification, reference material or guidance in terms of protocols and/or policies. This figure represents a 37% decrease in enquiries. The majority of enquiries were on York's Policy on Human Rights, followed by Disability, and then Sexual Harassment





**Complainants and Respondents:** CHR saw a proportional increase in student complainants and decrease in staff and faculty complainants. There was a major decrease in the number of faculty respondents and an increase in the number and proportion of student respondents.

Complainants	2011 - 2012	2012 - 2013
Students	117 (65.5%)	79 (73%)
Staff (Employee)	46 (26%)	23 (21%)
Faculty	15 (8%)	2 (2%)
Administrative Unit	0 (0%)	1 (1%)
Other Complainants	1 (0.5%)	3 (3%)
<b>TOTAL</b>	<b>179</b>	<b>108</b>

Respondents	2011 - 2012	2012 - 2013
Students	26 (15%)	42 (39%)
Staff (Employee)	30 (17%)	18 (16.5%)
Faculty	72 (40%)	18 (16.5%)
Administrative Unit	47 (26%)	28 (26%)
Other Complainants	4 (2%)	2 (2%)
<b>TOTAL</b>	<b>179</b>	<b>108</b>

*Building a learning, teaching and working culture at York University that is respectful, equitable and appreciative of diversity and inclusion requires providing information whenever possible.*

The CHR has a number of human rights-related publications and resources and we are continually developing more. We also consistently integrate our services within the York community by referring students, when appropriate, to offices such as Counselling & Disability Services, Student Conflict Resolution office, and student organizations such as the Sexual Assault Survivors' Support Line & Leadership (SASSL), Trans Bisexual Lesbian Gay Allies at York (TBLGAY) and The York Federation of Students (YFS).

These services continued in 2012-2013. In response to an increased demand for improved accommodation for students and staff and to prevent allegations of discrimination under various grounds covered in the Ontario Human Rights Code, the CHR created three new fact sheets on Creed/Religion, Disability and Family Statuses for the wider community.



# Way Forward

The CHR's education and outreach activities and our case management approaches are making inroads towards a culture at York University that is respectful, equitable and appreciative of diversity and inclusion. As a result, during 2013-2014, we will seek to continue these activities and increase our reach through our outreach and education programming, while maintaining our policy advice, case management, information and referral services and enhancing our administrative systems to support our work. This includes:

- **Reviewing our strategic priorities and documentation of the same:** Given the enhanced mandate of the CHR to provide increased education and outreach, the CHR will need to review its strategic priorities in line with available resources to ensure we maintain all our services while meeting this heightened responsibility.
- **Enhancing our data tracking management systems:** The CHR's team will evaluate the utility of our data tracking tools to ensure that they are effectively enabling us to analyze and report relevant information on our activities and the results of our work.
- **Enhancing our Case Management system:** In collaboration with UIT, the CHR has begun work on enhancing its system to track case related data. This new system will replace the Current Case Management System developed by OmbudsOntario which has limited reporting and tracking capabilities. The new system will be a virtual portal available to Case Management staff accessible via Passport York. It will have the capability to track complainant, respondent, and witness data more effectively and efficiently and will include fields to track Primary and Secondary Grounds, and staff and faculty associations, unions, contact information and follow up/resolution mechanisms.

We look forward to another year supporting the York community.



**ANNEX 1: EVENTS, WORKSHOPS AND TRAININGS**

TYPE / TOPIC	AUDIENCE	TOTAL ATTENDEES	# OF SESSIONS
<b>Workshop</b>			
Positive Space	S/F/ST	48	7
Race and Inclusivity	Field Instructors	30	3
Respect and Inclusivity in the Workplace	S/SF	36	3
Respect in the Workplace	ST	53	2
Respect in the Workplace & Workplace Culture	SF/MG	49	3
Diversity & Inclusion Workshop	S	9	1
Diversity & Inclusion Workshop: Focusing on Cultural Awareness	ST	11	1
Disability and Inclusion	S	30	1
Inclusivity Training	SF/MG	72	5
Inclusivity Training	S/F/ST	96	6
Inclusivity Training	WS	75	3
Inclusivity Training - Frosh Bosses	S	1200	1
Inclusivity and Diversity Training	S/ST	12	1
Diversity in the Classroom	TA	38	2
Diversity and Professionalism for Engineering Students	S	106	3
DC sexual violence prevention	S	27	4
Introduction to Sexual Violence	S/F/ST	4	2
Sexual Harassment Training	S/ST/F	72	5
Understanding Sexual Harassment	ST	49	3
Understanding Sexual Violence	ST	16	1
Let's Talk about Sexual Harassment	S/F/ST	15	2
Respect/Sexual Harassment Prevention	S Volunteer	52	2
Harassment/inclusivity Training	S	21	1
Don's Training	Don's	68	1
Train the Trainer	S	22	1
DPET Training	S Volunteer	12	1
Building a Culture of Inclusivity	CPM Manager	28	1
S.V. open workshop	S	20	1
Can I Kiss You - train the trainer	S/F/Colleges	35	1
<b>TOTAL</b>		<b>2306</b>	<b>68</b>

S - Students | ST - Staff | F - Faculty | GRS - Grad Students | WS - Work-Study Students | MG - Managers

TYPE / TOPIC	AUDIENCE	TOTAL ATTENDEES	# OF SESSIONS
<b>Conference / Dialogue Sessions / Focus Groups</b>			
Can I Kiss You	S/SF/Colleges	2850	1
Film & Dialogue-My So Called Enemy	S/SF/F	20	1
National Day of Remembrance and Action on Violence Against Women	S/SF/F	70	1
4th Inclusion Day Conference	?	100	1
"More than One Truth" Multifaith Session	S/F/ST	1	1
Trans Day of Remembrance	S	150	1
International Women's Day	S	150	1
U of Mosaic Middle East Dialogue in Action - Session 1: Political Change in the Middle-East and the Effects on the Arab-Israeli Conflict	S/F/ST	25	1
U of Mosaic Middle East Dialogue in Action - Session 2: Rights of Women	S/F/ST	10	1
U of Mosaic Middle East Dialogue in Action - Session 3: Religious Minorities of the Middle East	S/F/ST	15	1
U of Mosaic Middle East Dialogue in Action - Session 4: An Informal Evening with York U President	S/F/ST	30	1
U of Mosaic Middle East Dialogue in Action - Session 5: The Changing Face of the Middle Eastern Diasporas In Canada	S/F/ST	15	1
Interfaith Dialogue	S	20	1
"UN-Conference"	S/SF/F	60	3
CHR Focus Groups	S/F/ST	15	2
Introduction to Sexual Violence - lecture	S	40	1
<b>TOTAL</b>		<b>3571</b>	<b>19</b>
<b>Presentations</b>			
Brief Intro to the CHR	GRS	34	2
Accessibility Event	S	70	1
Manager U: Introduction	SF/MG	25	1
Human Rights and Getting Ready for the Canadian Work Experience	S	25	1
Family Status Accomodation	MG	25	1
<b>TOTAL</b>		<b>179</b>	<b>6</b>
<b>Tabling</b>			
DPET Tabling	S	766	21
York Fest Tabling	S	300	1
Residence Don Orientation	S	100	1
Safety Awareness Day - Keele Campus	S/SF/F	50	1
Safety Awareness Day - Glendon Campus	S/SF/F	40	1
<b>TOTAL</b>		<b>1256</b>	<b>25</b>
<b>TOTAL</b>		<b>7312</b>	<b>118</b>

