



Centre for
Human Rights

Centre des droits
de la personne

— 13 / 14 —
ANNUAL REPORT

RESPECT | EQUITY | DIVERSITY | INCLUSION

Contents

Executive Summary.....	4
Introduction.....	5
2013-2014 Activities.....	6
1. Services.....	6
a. Policy and Procedural Guidance.....	6
b. Education Programming.....	7
c. Case Resolution Services.....	8
2. Research.....	14
3. Administration.....	15
Events & Training.....	16

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

— **13 / 14** —

ANNUAL REPORT

RESPECT | EQUITY | DIVERSITY | INCLUSION

Executive Summary

The Centre for Human Rights believes that developing human rights and human rights-related policies and procedures at York University is crucial to securing a respectful, equitable, diverse and inclusive campus. Just as important is the implementation of those policies which involves educating our community about them and ensuring procedures and tools are put in place to deliver on them. In the event that human rights are not being upheld, it is also important to have processes in place to take action and support our community members in seeking corrective action.

This is what the CHR strives for and is why our mandate broadened over the past few years. We moved from mainly focusing on compliance and processing complaints, to encompass research that increases our understanding of the human rights and equity elements of university policy and procedures and to significantly expand our human rights education.

The 2013-2014 academic year (September-August) was busy for our office, both in terms of the services we provided to our community and the administrative elements that made our work possible. With our support, three human rights related policies and procedures are in development at York University and 61 workshops and 23 events were completed that reached over 6,000 York community members. We have seen a 38.5% increase in communication with our office, mainly to ensure human rights are being upheld on campus, address situations when they are not, and support members through a complaints process.

Looking at these numbers, it is evident that our education programming is making an impact on campus. Absent of other indicators, we believe that our enhanced and expanded mandate has raised awareness within our community about what human rights are, how they can be and are protected in Ontario and at York, and the importance of maintaining them.

These efforts have been made possible through the continued support of York's President and Vice-Chancellor, Mamdouh Shoukri, the University's administration, and the tremendous efforts of the CHR team.

Thanks to you, we have enhanced our ability to meet the human rights needs of York University students, faculty and staff and make inroads towards a more respectful, equitable, diverse and inclusive community at York.

Sincerely,

Noël A. J. Badiou
Director
Centre for Human Rights

The following individuals contributed to the preparation of this report:

Noël Badiou, Nadia Bello, Rose Celebre, Wendy Galarza, Jodie Glean, Lisa Ly

Editor: Regan Mancini

Layout and Design: Calvin Fennell

Thanks to these contributors and to our other staff who made our work possible in 2013-2014:

Ellise Amenu, Graham Bowditch, Michael Charles, Mary Collins, Nathan Kalman-Lamb, Amna Khan, Steve Mulholland, Grace Permaul, Yvonne Simpson, Josephine Tcheng

Introduction

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 right.

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.

2013-2014 Activities

The following pages contain a summary of what our work entailed between September 2013 and August 2014 and is organized by the CHR's functional areas.

1. SERVICES

The CHR's services are classified into three categories:

A. POLICY AND PROCEDURAL GUIDANCE

The Centre for Human Rights supported York's Administration in developing and implementing various policies this year through participating in approximately 37 pan-University committees and working groups including the President's Advisory Committee on Human Rights (PACHR), the Social Justice and Human Rights working group of the President's Sustainability Council, and the Community Safety Council.

Efforts were primarily concentrated in seven areas:

Policies

- i. Participating in the Sexual Assault Awareness Prevention and Response Policy working group that drafted the Sexual Assault Awareness Prevention and Response Policy.
- ii. Commencing work on a comprehensive human rights policy for consideration by the PACHR that will bring together all of the protected grounds in one place.
- iii. Drafting a Policy Framework for a Mentally Healthy Campus with our colleagues on the Mental Health and Wellness Steering Group's subcommittee.

Procedures and Tools

- iv. Advancing a one stop procedure for preferred name change request for reasons of gender identity/ expression in collaboration with Human Resources, Faculty Relations, University Information Technology and the Registrar's Office.
- v. Participating in updating the Employment Equity Survey and creating a process to advance Employment Equity goals for non-academic staff with the Talent Acquisition and Development Office.
- vi. Creating a diversity survey in partnership with the

Talent Acquisition and Development Office that will assist us in better understanding the actual diversity on York campuses.

- vii. Conducting training sessions for York community members related to the implementation of provincial human rights legislation and York University human rights policy and procedures and the prevention of human rights violations.

B. EDUCATION PROGRAMMING

Our 2013-2014 education programming proactively supported the development 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. In addition to training focused on human rights policy implementation, we provided education and professional development on human rights issues and followed-up on human rights settlements, concerns and complaints for specific units.

Below is a snapshot of the services we offered. More details can be found in the Events & Training section of this report.

In-Person Training Sessions

Similar to last year's figures, 61 training sessions were held, reaching 2,344 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 on matters or topics of interest that came to the attention of the office most frequently. Examples of training topics offered included:

- Introduction to 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 Harassment 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 and sessions included:

- Twelve training sessions for York's Varsity Teams (scheduled for the first time): five of which were conducted at the end of 2013-2014 and the rest delivered in 2014-2015;
- Five training sessions were delivered for all Osgoode Law School staff; and
- Six trainings were offered for security staff, an annual

standing request which has increased, with more to be scheduled for 2014-2015.

Online Training Modules

By the end of the 2013-2014 academic year, there were 657 people enrolled in our online tutorial, Respect, Equity, Diversity and Inclusion (REDI). In its second 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.

Events

The CHR held 23 events reaching 3,701 participants this year, including conferences, commemorative days, dialogue sessions, films, presentations and information sessions.

Of particular note was "You Had Me at Consent" (YHMAC), an event focused on the prevention of sexual violence. YHMAC was launched in September 2013 as a York owned event replacing "Can I Kiss You?" which was hosted at York annually in September from 2010 to 2012 and is the property of the Date Safe Project. Drawing approximately 2,800 community members, mostly new students, YHMAC's inaugural keynote was delivered by Don McPherson, a former NFL and CFL player and an anti-violence activist.

The CHR also held its fourth annual Inclusion Day conference, with the theme "Every_Body: Rethinking The Bodies That Belong". Reaching 200 York community members, this daylong conference featured speakers, forums and workshops to promote diversity and inclusion across the campus community. Highlights of the day included a lunch keynote speech by artist, educator and community builder The Real Sun and a phenomenal spoken word presentation by San Francisco State University Professor, Dr. Javon Johnson. Through the use of the arts, Dr. Johnson challenged the York community to think critically about issues of inequality.

Community Initiatives

The CHR continued to provide financial support for projects, events or new initiatives that aim to enhance a respectful, equitable, diverse and inclusive community at York University through its Equity and Diversity Fund. This year we funded the York Model United Nations conference, The Men’s Team’s White Ribbon Campaign, and Access York’s Deconstructing Madness conference.

The CHR continued to support academic units at York with initiatives that contributed to our mandate through our Minor Academic Support Fund. This year, we joined other York University units in supporting the United Nations International Day of Peace on September 21 through an event hosted at York’s Keele campus by McLaughlin College’s Faculty of Liberal Arts and Professional Studies. Additionally, we supported McLaughlin College in recognizing the World Day of Social Justice as well as International Women’s Day, which featured speaker Olivia Chow.

C. CASE RESOLUTION SERVICES

In 2013-2014 York students, faculty, and staff continued to seek CHR support in determining how to maintain alignment with provincial human rights legislation or York University human rights policies in order to address situations where these laws/policies were not, or potentially not, followed on campus.

There was a 38.5% increase in the number of York community members contacting the CHR office compared to last year, resulting in 428 matters being brought to our attention. The breakdown of these matters by code ground and York policies are noted in Figures 1 - 3.

Overall, increases in matter areas were related to an increase in the York community seeking our guidance on how to follow human right legislation/policies or whether legislation/policies are being followed. Of the 428 matters brought forward to the CHR, 400 were within CHR mandate, focused on matters relating to the York community. Of these:

- 62 were enquiries requiring a short response or referral
- 236 were consultations, involving research and professional guidance
- 102 were complaints

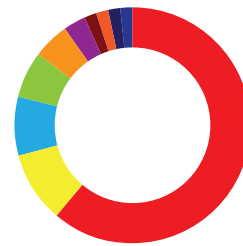
Figure 1

COMPARISON OF GROUNDS BY MATTER TYPE

2013 - 2014

ENQUIRIES

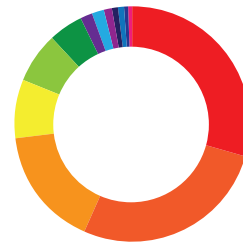
62



38	61%	York U General Admin Policies
6	10%	Creed
5	8%	Race
4	6%	Gender Identity/Expression
3	5%	York U Policy on Human Rights
2	3%	York U Employment Equity Policy
1	2%	Ancestry
1	2%	Disability
1	2%	Ethnic Origin/Place of Origin
1	2%	Sex

CONSULTATIONS

236



70	30%	York U General Admin Policies
64	27%	Disability
39	17%	York U Policy on Human Rights
19	8%	Creed
16	7%	Gender Identity/Expression
11	5%	Sexual Harassment
4	2%	Family Status
4	2%	Race
3	1%	York U Employment Equity Policy
2	1%	Ethnic Origin/Place of Origin
2	1%	Sexual Orientation
1	0%	Sex
1	0%	Age

COMPLAINTS / CONCERNS

102



23	23%	Disability
21	21%	York U General Admin Policies
12	12%	York U Policy on Human Rights
10	10%	Sexual Harassment
7	7%	Sexual Orientation
6	6%	Gender Identity/Expression
5	5%	Sex
5	5%	Creed
5	5%	Race
4	4%	Ethnic Origin/Place of Origin
2	2%	Age
2	2%	Family Status

Figure 2

HUMAN RIGHTS MATTER OVERVIEW BY GROUNDS

TOTALS **428**



129	30%	York U General Admin Policies
88	21%	Disability
54	13%	York U Policy on Human Rights
30	7%	Creed
28	7%	Non-Jurisdictional
26	6%	Gender Identity/Expression
21	5%	Sexual Harassment
14	3%	Race
9	2%	Sexual Orientation
7	2%	Sex
7	2%	Ethnic Origin/ Place of Origin
6	1%	Family Status
5	1%	York U Employment Equity Policy
3	1%	Age
1	0%	Ancestry

CASE MATTERS

62 were enquiries requiring a short response or referral

236 were consultations, involving research and professional guidance

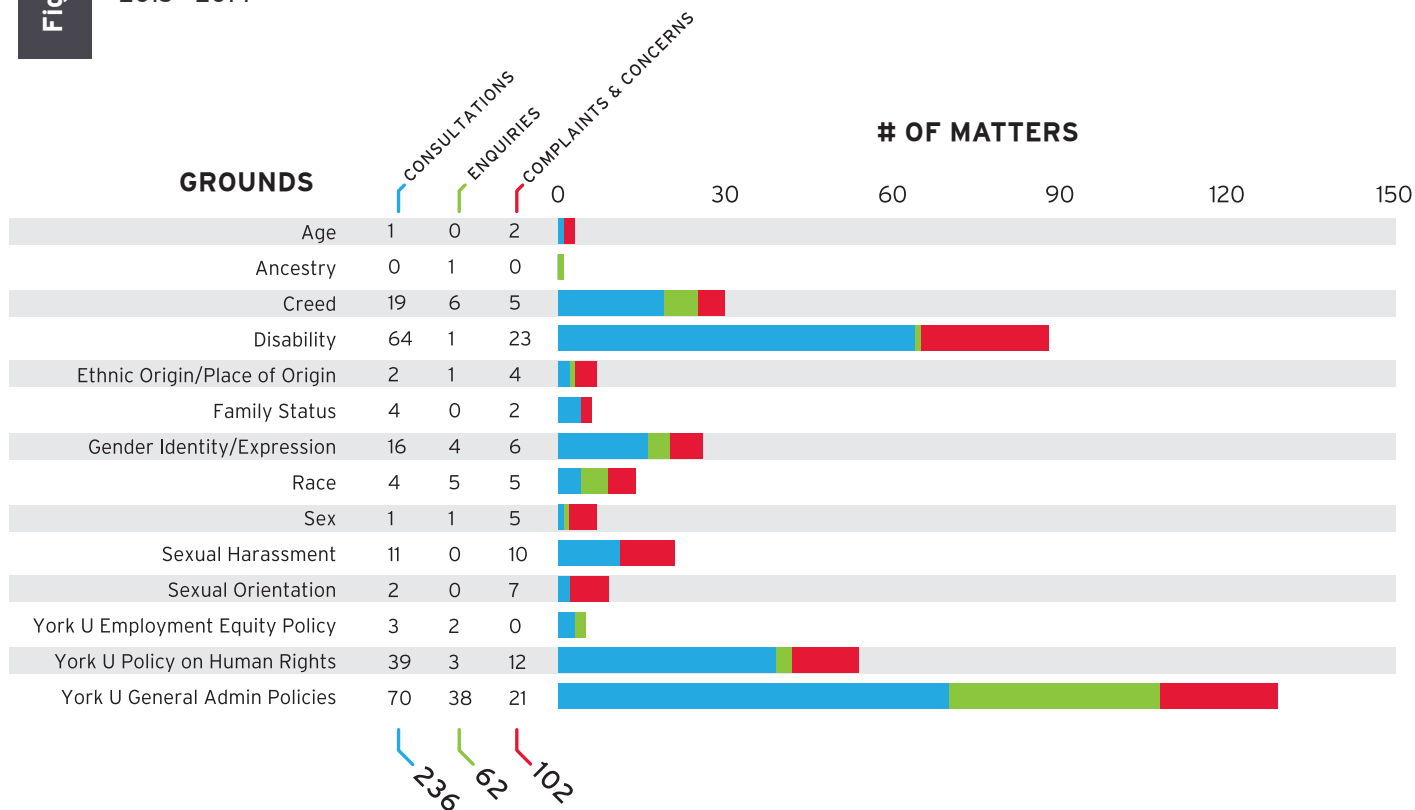
102 were complaints

Nearly 25% of questions, concerns and consultations involved accommodations relating to disability, gender identity/ expression, religious observance, family status and age.

Figure 3

COMPARISON OF COMPLAINTS, ENQUIRIES, AND CONSULTATIONS MATTERS BY GROUNDS

2013 - 2014



As noted in Figure 4, the majority of matters were brought forward by administrators. As per Figure 5, these administrators were mostly seeking guidance on human rights policy implementation in relation to disability and York University general administration policies. Their questions were generally not related to a specific community group (e.g. staff, faculty, students, and administrative units) but rather about the policy's general implementation.

This kind of consultation explains the increase in contact with the CHR since 2012-2013 relating to York University general administration policies, including Workplace Harassment (Bill 168) and an almost doubling in the consultations relating to the grounds of creed, gender identity/expression, and sexual orientation as noted in Figure 6. There has also been an increase in contact, mainly consultations, related to disability, family status and student conduct. Nearly 25% of questions, concerns and consultations involved accommodations relating to disability, gender identity/expression, religious observance, family status and age. Complaints related to sex have risen in relation misogynistic comments or gender bias in the classroom. There was a decrease in matters related to race, ethnic origin, and sexual harassment.

Figure 4

ENQUIRIES, CONSULTATIONS, AND COMPLAINTS COMPARISON

By type of community member initiating the enquiry / consultation / complaint

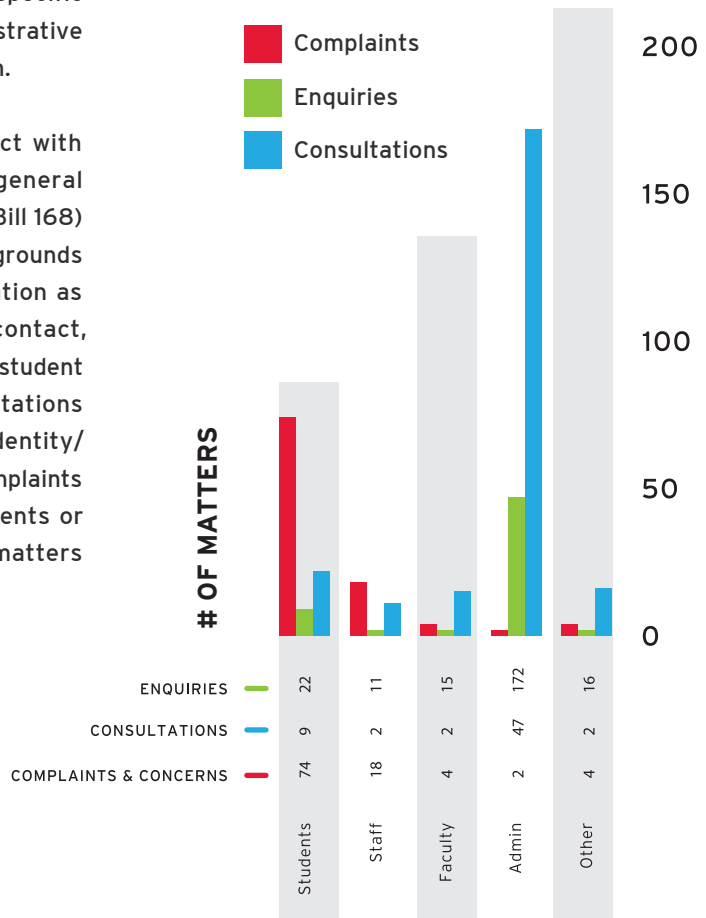


Figure 5

MATTERS INITIATED BY ADMINISTRATIVE UNITS (225)

Respondents Category sorted by Grounds

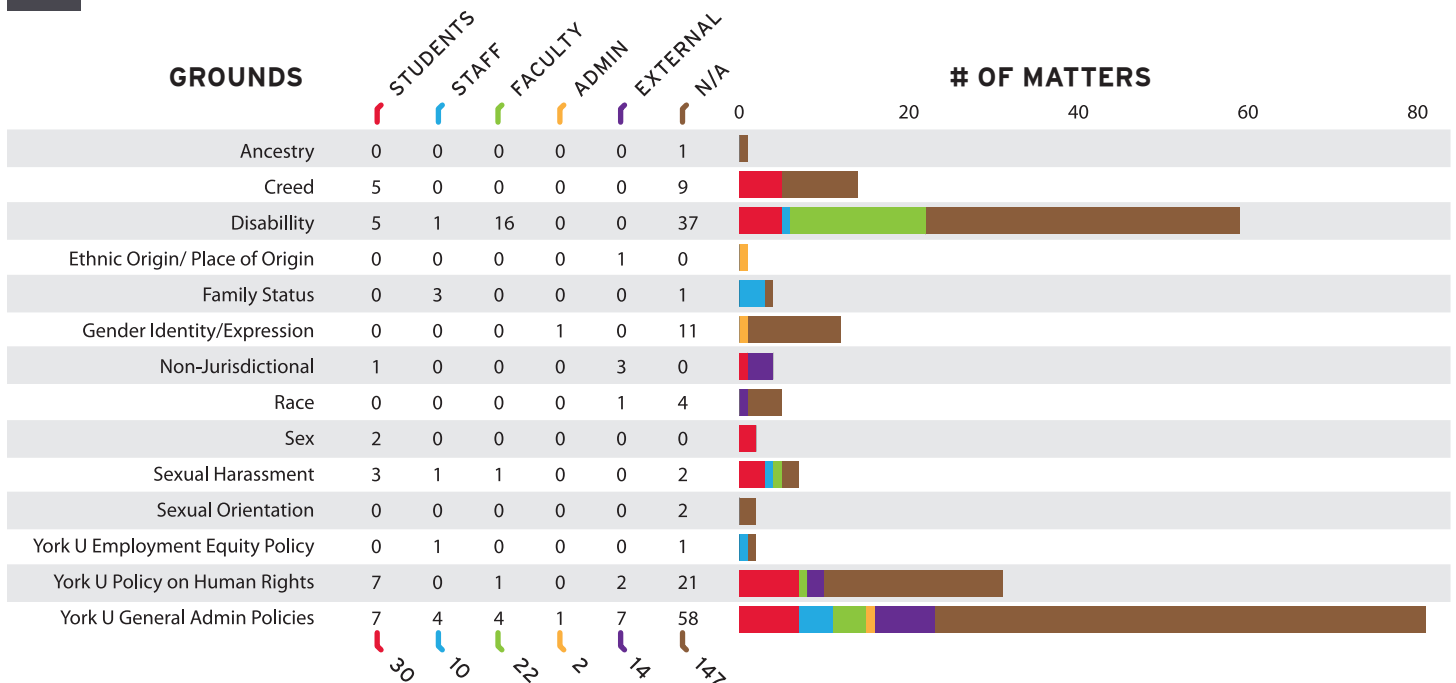
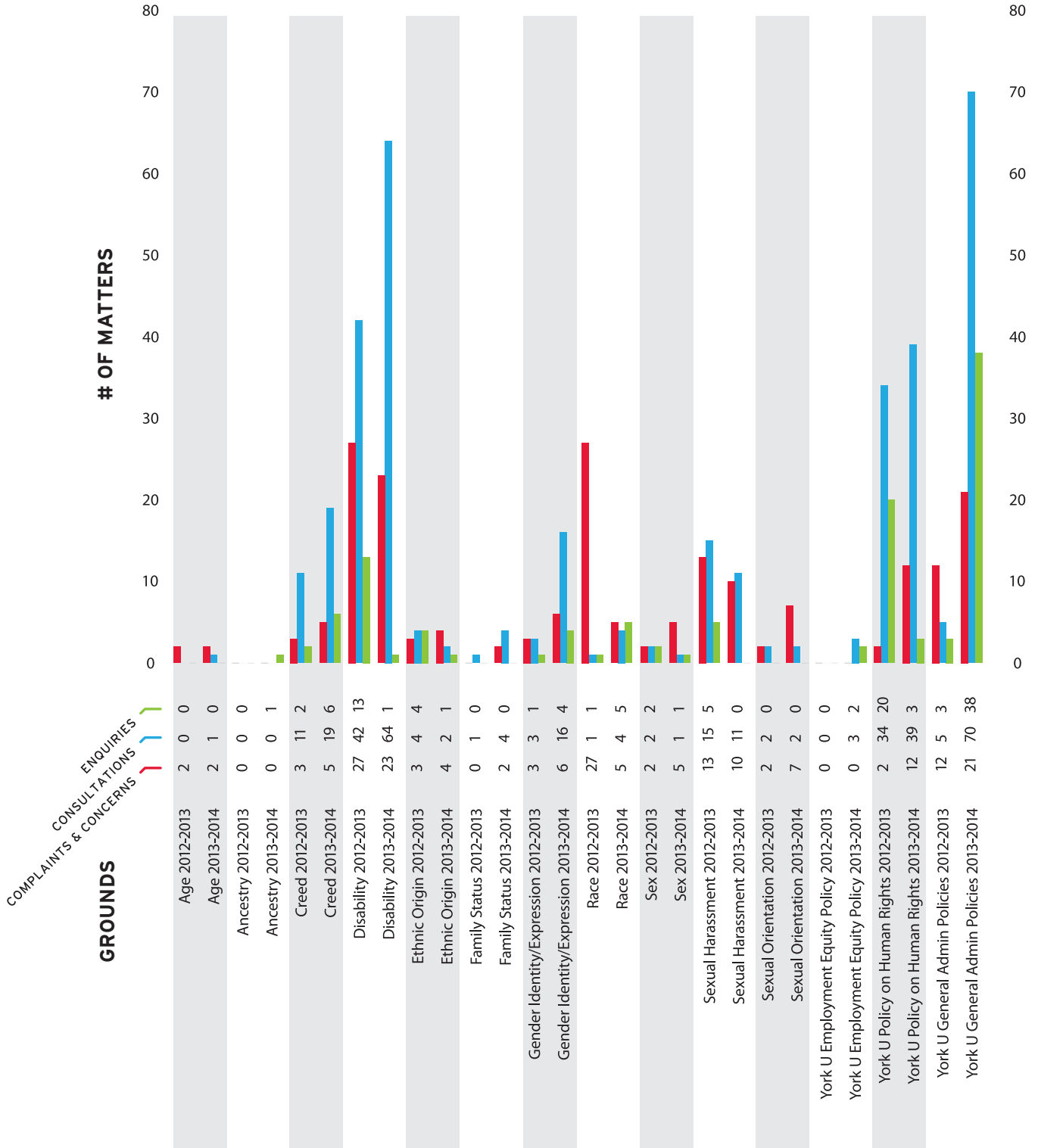


Figure 6

COMPARISON OF COMPLAINTS, ENQUIRIES, AND CONSULTATIONS MATTERS BY GROUNDS
2012 - 2013 VS 2013 - 2014



With respect to decreases, there can be a number of reasons why community members may not be coming forward, including lack of knowledge of CHR services, fear of reprisal and misperceptions of how CHR services work.

As per the chart below and Figure 5, with regards to complaints, the levels have stayed about the same: 102 this year from 108 last year. Students continue to be the main group coming forward. This year, the number of complaints against students decreased while there were a few more filed in relation to faculty as compared to the previous year. Complaints related to disability (23%) followed by those related to York’s own policies (12% and 21%) continue to be the most frequent.

MAJOR COMPLAINT AREAS

23% of complaints were related to disability

21% of complaints were about YorkU General Admin Policies

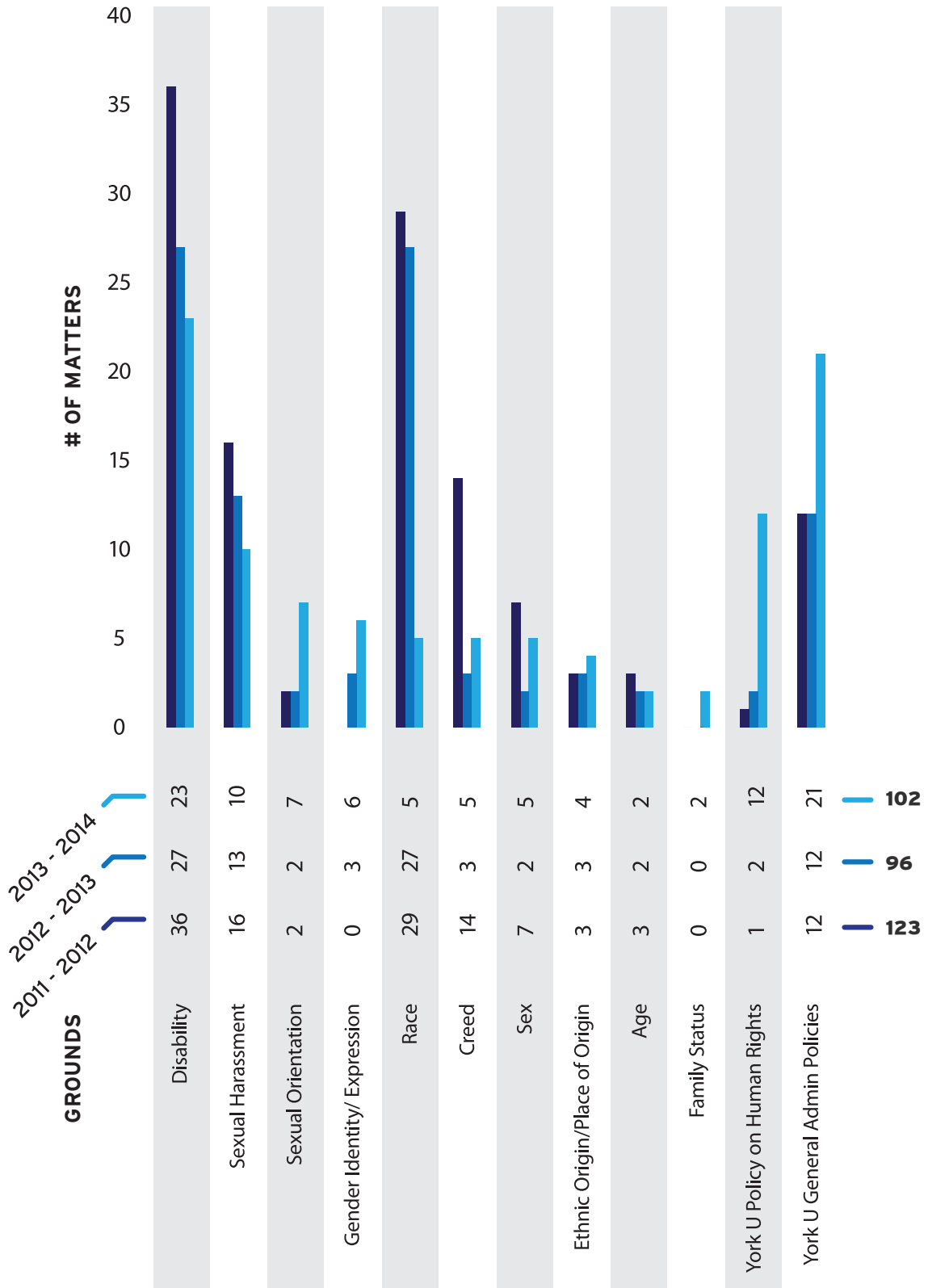
12% of complaints were about YorkU Policy on Human Rights

GROUP	COMPLAINANTS			RESPONDENTS		
	2011 - 2012	2012 - 2013	2013 - 2014	2011 - 2012	2012 - 2013	2013 - 2014
Students	117 (65.5%)	79 (73%)	74 (72.5%)	26 (15%)	42 (39%)	17 (16.6%)
Staff (employee)	46 (26%)	23 (21%)	18 (17.6%)	30 (17%)	18 (16.5%)	19 (18.6%)
Faculty	15 (8%)	2 (2%)	4 (3.9%)	72 (40%)	18 (16.5%)	29 (28.4%)
Administrative Unit	0 (0%)	1 (1%)	2 (2%)	47 (26%)	28 (26%)	30 (29.4%)
Other Complaints	1 (.5%)	3 (3%)	4 (3.9%)	4 (2%)	2 (2%)	7 (6.9%)
TOTAL	179	108	102	179	108	102

Figure 7

HUMAN RIGHTS COMPLAINTS & CONCERNS BY GROUNDS COMPARISON

Sept. 2011 to Aug. 2014



Olivia Chow at International Women's Day 2014



2. RESEARCH

All CHR services continued to be informed by research. Staying current with trends and issues in human rights work maintained its prominence in our service provision.

We drew on best practices in case law, kept 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. Their work informed our approach to our case resolution services and policy and procedural development and implementation.

Informing our curriculum design and content this year was our 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, our team developed and incorporated inclusive language quizzes that allowed for practical application and understanding of these terms in relation to a number of identity groups and was a highlight noted by participant groups.

3. ADMINISTRATION

Administratively, it was another busy year for the Centre for Human Rights. In addition to the ten-month process of relocating our office, we undertook strategic planning and developed new ways to track data and share the difference our work makes to the York community. We expanded our education and case management teams to enhance our capacity to meet the needs raised by York's students, faculty and staff.

A few highlights are noted below:

STRATEGIC PLANNING

At the end of 2013-2014, the CHR team began a strategic planning phase that carried into 2014-2015. The entire team came together to refocus the mission and vision and the work of the office in order to streamline and better align activities and resources with core functions, and enhance how we communicate with our community. See the introductory section of this report or our website for the results of this work.

OPERATIONAL PLANNING

In response to the growing demand for our services, at the end of 2013-2014, the CHR increased its education team by one member and case team by an additional half time position, bringing staff levels to two and a half full-time equivalent Case Advisors and three Education and Communications Advisors. Responding to case data over the last several years, Education and Communications Advisor positions were aligned with the three human rights matters that were most frequently raised by our community over the last several years: Accommodations for Persons with Disabilities, Racism, and Sexual Harassment. Implementation of the realignment will occur in 2014-2015. In order to accommodate a growing staff complement and increased activity, the CHR relocated its office from the Ross Building to the Technology Enhanced Learning Building in February 2014.

OUTREACH AND COMMUNICATIONS

The Diversity Peer Education Team (DPET) and The 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. To achieve these goals, DPET regularly tabled in Vari Hall and at York University events such as York Fest. The Men's Team built up a significant online presence to engage students in two ways: by developing a blog to regularly comment on



issues around masculinity and gender-based violence; and through Twitter, raising followers from fewer than 10 followers in May to over 550 at the start of the new term.

COMMUNITY REPORTING AND EVIDENCE-BASED DECISION MAKING

By the end of 2013-2014, the CHR launched new data tracking systems to help better manage case files, collect data to inform operations, and report on results. The new case management database was finalized with the assistance of University Information Technology. Education tracking tools were revamped to align with the reports we produce for the York community. As a result, in 2014-2015, the CHR's reporting will be further enhanced.

Events & Training

Month	Name / Topic	Date	Audience	#
-------	--------------	------	----------	---

EVENTS

Commemorative Events

November	Trans Day of Remembrance Conference	20-Nov-13	York community	60
December	National Day of Remembrance and Action on Violence Against Women	05-Dec-13	Open event	60
January	Inclusion Day Conference	23-Jan-14	Open event	200
February	World Day of Social Justice Panel Discussion & Photo Exhibit	20-Feb-14	Open event	20
March	International Women's Day	06-Mar-14	Open event	150
TOTAL				490

Dialogue Sessions and Films

October	Mosaic Institute Dialogue Session 1	09-Oct-13	Open event	15
October	Mosaic Institute Dialogue Session 2: Rights of Women	23-Oct-13	Open event	10
October	Mosaic Institute Dialogue Session 3: Dr. Saravanamuttu	28-Oct-13	Open event	30
November	Mosaic Institute Film Screening: Saving Face	06-Nov-13	Open event	25
November	Mosaic Institute Dialogue Session 4: Navigating Identities: Global Citizenship and Being South Asian in Canada	20-Nov-13	Open event	15
December	Men's Team Movie Night	03-Dec-13	York community	10
January	Men's Team Film Screening	29-Jan-14	Open event	20
TOTAL				125

Information Sessions / Presentations

September	Introduction to CHR	05-Sep-13	York GOSAFE Members	25
September	Introduction to CHR	10-Sep-13	York Fine Arts Students	12
September	CHR Overview	22-Sep-13	York Department of Education and Counseling & Disability Services	5
November	About Human Rights	21-Nov-13	Toronto District School Board	14
January	Centre For Human Rights Info session	21-Jan-14	York Fine Arts Staff	10
June	Human Rights in the Workplace	05-Jun-14	Morningstar Inc. Employees	50
TOTAL				116

Conference/Conference Presentation

September	You Had Me at Consent	03-Sep-13	Frosh students; other York U Members	2800
September	Moving Forward- Careers in Human Rights	25-Sep-13	York U and Equity Studies	50
February	UNICEF Glendon - Multicultural Discourse Conference Keynote	27-Feb-14	Open event	50
March	Deconstructing Madness Conference	04-Mar-14	Open event	50
May	CAPDHHE Conference Presentation	09-May-14	CAPDHHE Members	20
TOTAL				2970
Total	23 Events			3701

TRAINING SESSIONS

Consent

(includes topics: sexual consent and rape culture)

October	Consent	01-Oct-13	Students	8
November	Consent	12-Nov-13	Dons	15
November	Consent and Rape Culture	25-Nov-13	City of Toronto Community workers	20
March	Consent	05-Mar-14	Students	2
March	Consent and Rape Culture	13-Mar-14	Students	22
TOTAL				67

Disability Self-Advocacy

October	Disability Self-Advocacy	07-Oct-13	Department of Education and Counseling and Disability Services	5
TOTAL				5

Diversity and Inclusion

(includes topics: code grounds, bias/stereotypes, harassment, discrimination, equity, race, sexual harassment, sexual orientation, homophobia, gender expression, gender identity, sexism racial profiling, mental health, resources)

September	Diversity & Inclusion	19-Sep-13	Managers - Ontario Public Services	19
October	Diversity & Inclusion	04-Oct-13	GOSAFE Work Study	13
October	Inclusion in the Classroom	03-Oct-13	Teaching Assistants	44
October	Inclusivity Training	24-Oct-13	Security	16
November	Inclusion Workshop	04-Nov-13	Community Safety Council	25
November	Inclusion Workshop	04-Nov-13	Community Safety Council	25
November	Inclusivity Training	07-Nov-13	Security	16
November	Inclusivity Training	14-Nov-13	Security	18
January	Inclusivity Training	16-Jan-14	Vagina Monologues Day Organizers	4

May	Building Inclusive Classrooms	12-May-14	Osgoode Faculty	20
May	Diversity & Inclusion	22-May-14	CCTV Operators	18
June	Inclusion and Intercultural Communication	09-Jun-14	YU Start Volunteer Leaders	40
June	Building Inclusive Environment	12-Jun-14	Lassonde Student Centre Staff	6
August	Inclusion Training	18-Aug-14	Varsity Sports Teams	28
August	Inclusion Training	18-Aug-14	Varsity Sports Teams	32
August	Practicing Inclusivity	20-Aug-14	Residence Dons Keele	65
August	Inclusivity Training (train the trainer)	20-Aug-14	Trainers for Student Orientation	28
August	Practicing Inclusivity	25-Aug-14	Peer Health Teams	38
August	Inclusion Training	25-Aug-14	Varsity Sports Teams	80
August	Inclusivity Training	25-Aug-14	Peer Health Teams	40
August	Inclusion Training	27-Aug-14	Varsity Sports Teams	19
August	Inclusion Training	28-Aug-14	Varsity Sports Teams	23
August	Inclusion Training	30-Aug-14	Student Orientation Leaders	1250
TOTAL				1867

Respect in the Workplace

(includes topics: discrimination, harassment, interpersonal relations sexual harassment, subtle discrimination)

October	Respect in the Workplace	04-Oct-13	President Staff	10
October	Respect in the Workplace	16-Oct-13	Academic Administrators	5
October	Respect in the Workplace	17-Oct-13	Academic Administrators	7
October	Respect in the Workplace	23-Oct-13	Academic Administrators	7
November	Respect in the Workplace	21-Nov-13	CSBO maintenance staff supervisors	6
November	Respect in the Workplace	26-Nov-13	CSBO maintenance staff	20
November	Respect in the Workplace	27-Nov-13	CSBO maintenance staff	30
TOTAL				85

Sexual Harassment

October	Understanding Sexual Harassment	24-Oct-13	Security	16
November	Understanding Sexual Harassment	07-Nov-13	York U and Equity Studies	5
November	Understanding Sexual Harassment	07-Nov-13	Security	16
November	Understanding Sexual Harassment	14-Nov-13	Security	18
November	Understanding Sexual Harassment	19-Nov-13	York Community	8
TOTAL				63

Respectful Communication

(includes topics: race, workplace practices)

January	Respectful Communication	31-Jan-14	Student Group	8
February	CPM Lunch & Learn - Respectful Communication	27-Feb-14	Confidential Professional Management Executive Association	11
March	Respectful Communication	06-Mar-14	Student Group	9
March	Respectful & Inclusive Communication	27-Mar-14	Osgoode staff	17
March	Respectful & Inclusive Communication	28-Mar-14	Osgoode staff	18
March	Respectful & Inclusive Communication	01-Apr-14	Osgoode staff	16
March	Respectful & Inclusive Communication	03-Apr-14	Osgoode Managers	12
March	Respectful & Inclusive Communication	04-Apr-14	Osgoode Managers	11
TOTAL				102

Manager/Administrator Training

(includes topics: accommodation, code grounds, competing rights, sexual harassment, subtle discrimination)

March	Manager U Workshop	04-Mar-14	Manager U program participants	19
March	Academic Administrators Workshop	11-Mar-14	Academic Administrators	4
March	Academic Administrators Workshop	12-Mar-14	Academic Administrators	3
March	Academic Administrators Workshop	18-Mar-14	Academic Administrators	3
March	Academic Administrators Workshop	19-Mar-14	Academic Administrators	5
TOTAL				34

Human Rights

January	About Human Rights: Community engagement	15-Jan-14	TDSB Community members and staff	21
February	Communication Engagement: Seneca Career Centre	18-Feb-14	Seneca Career Centre Staff and members	24
May	Community Outreach: Spinal Cord Rehab Centre	28-May-14	Community members	20
May	Human Rights and Employment Equity for HR Professionals	30-May-14	Students - Internationally Educated HR Professionals	20
				85

Positive Space

(includes topics: discrimination, harassment, homophobia, gender identity, gender expression, sexual orientation)

February	Positive Space in Sports & Recreation	21-Feb-14	Tait McKenzie staff	9
June	Positive Space Workshop 2	11-Jun-14	Tait McKenzie staff	11
August	Inclusivity and Positive Space	26-Aug-14	Glendon Dons	16
TOTAL				36
Total		61 Training Sessions		2344

