ANNUAL REPORT

MAY 2016 to APRIL 2017

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MAY 2016 to APRIL 2017

Centre for Human Rights, Equity and Inclusion

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Message from the Executive Director

IT WAS A YEAR OF TRANSITION and a flurry of activity for the Centre for Human Rights, Equity and Inclusion (REI).

The Centre witnessed the departure of its Executive Director, Noël A. J. Badiou, after almost 7 years of service. The position was filled on an interim basis by York University educator, disability advocate and lawyer, Marian MacGregor, Clinic Director at Osgoode Hall Law School's Community and Legal Aid Services Program (CLASP). I was privileged to take up the responsibility effective November 1, 2016.

Established as the Centre for Human Rights (CHR), the office previously focused on addressing and preventing discrimination and harassment under the Ontario Human Rights Code and related York University policies and procedures for the institution's 60,000 faculty, staff and students. The work of the Centre focused on compliance.

But the removal of barriers through a human rights frame cannot by itself create cultures, practices and structures that strategically and intentionally value and seek out differences. Creating this sense of belonging to drive stronger outcomes in research, teaching and learning starts with respect for human rights but continues fundamentally in the work of equity and inclusion. Accordingly, the mandate of the office was expanded to strengthen support for these mission critical values.

"Inclusion is the ongoing exercise of ensuring the University values and proactively cultivates differences so that each individual can achieve their full potential and bring their whole selves in service of the Academic Plan."

With a new and more defined vision in place, REI set out to operationalize our renewed purpose. A strategic review of services launched in late 2016 and extending into early 2017 identified 5 themes, now rolled up into strategic priorities requiring REI to:

• Enhance its risk management capacity in human rights case resolution and education services to align with an expanding regulatory framework.

• Clarify concepts and build consensus understandings for each of human rights, equity and inclusion (HREI) respectively within the community; and differentiate REI program objectives, content and delivery in light of conceptual clarifications.

• Raise visibility, profile, awareness, and engagement around HREI to align with the strategic importance of these values to the university.

• Increase HREI portfolio engagement and professional development for faculty across the institution.

• Generate actionable data relating to HREI challenges and opportunities across the institution to base both a unit and institutional strategy.

Together with our university partners, REI has begun a more decisive journey along this dedicated path. As a team, REI would like to express its thanks for the unwavering support of York University's President and Vice-Chancellor, and many other student and employee leaders in the community. We look forward to reporting on our progress in the years to come.

Michael F. Charles
Executive Director,
Centre for Human Rights,
Equity & Inclusion

About the Centre for Human Rights, Equity and Inclusion

The Centre for Human Rights, Equity and Inclusion (REI) promotes and builds a respectful, equitable, diverse and inclusive University community. It strives to be a leader in providing accessible, impartial, non-adversarial and confidential programs and services that uphold human rights, facilitate equitable access to opportunities and champion diversity and inclusion along five functional areas.

- **Policy & Procedural Guidance**

The Centre for Human Rights, Equity and Inclusion (REI) provides policy advice and procedural guidance on important governance issues arising within a large university organization.

- **Education & Professional Development**

REI instigates and extends community learning around issues of human rights, equity and inclusion to drive excellence throughout the institution's academic priorities. The work of the education team is strategic in that it is informed by gaps identified in collaboration with Case Resolution advisors, as well as by interdisciplinary research in organizational development.

- **Case Resolution**

To foster work and learning environments free from harassment and discrimination and mitigate institutional risk under the Code, REI receives and processes human rights concerns and complaints brought forward by community members.

- **Consultation**

REI leads and supports inquiries into workplace and learning successes and opportunities to inform training and education needs as well as institutional inclusion-based strategic planning.

- **Reporting**

REI strives for operational transparency, disclosing data and information on its activities to further educational, engagement and awareness-raising objectives.

GUIDING PRINCIPLES

Our services are directed by the following key principles:

Accessibility

REI will strive to ensure that all members of the community have access to its services in accordance with the most appropriate accommodations.

Alignment

York University values include the pursuit of excellence in service provision, a commitment to progressive and innovative approaches to problem-solving, the embrace of diversity and inclusion, an adherence to principles of social justice and equity and a concern for environmental, social and fiscal sustainability. The work of REI constantly seeks to advance these values in alignment with the University vision and mission.

Accountability

The University community will be made aware of REI's activities in various ways including publication of an Annual Report. This will ensure accountability to the community and will permit REI to report on trends, issues and practices as well as recommendations for changes.

Confidentiality

REI shall keep all information about parties to disputes and all information disclosed with the expectation of privacy confidential except as required to be disclosed according to University policies and procedures or as provided by law.

Collaboration

To realize institutional values, REI shall collaborate across the University as appropriate to foster practices, structures and a culture that enable all members to bring their whole selves to research, teaching, learning and service; and which promote the sharing of different perspectives and experiences essential to catalyzing innovation.

Impartiality

REI's independence and impartiality are critical to the sense of fairness and unbiased integrity with which it must conduct its work. Its location within the institutional organization reflects this structural autonomy.

Procedural Fairness

In the determination of disputes, procedures followed by REI affecting the interests and well-being of community members must be fair to the parties. A complainant's right to pursue a complaint must be balanced with the respondent's right to be heard in an impartial and open process. Procedural fairness therefore includes the opportunity to respond, right to receive notice of procedural steps and the right to receive reasons for decisions reached.

Cameron Bailey, TIFF Artistic Director (part of Black History Month 2017)

Policy & Procedural Guidance

The Centre for Human Rights, Equity and Inclusion (REI) provides policy advice and procedural guidance on important governance issues arising within a large university organization. Throughout the year, REI contributed to the development of the following initiatives:

- Employment Equity and Diversity Self-Identification Surveys together with Talent Acquisition and Development.

- Guidelines for Customer Service (Athletics) as relates to Gender Identity/Gender Expression.

- IIRP Campus Experience Working Group Preliminary Report, which provides a set of recommendations in relation to the review, development and maintenance of public space on campus.

- Policy Framework for a Mentally Healthy Campus through participation in the Mental Health and Wellness Steering Group's subcommittee.

- Sexual Violence Policy.

REI also led or contributed to at least 36 pan-university committees during the reporting period. It continued as the functional lead for the President's Advisory Committee on Human Rights (PACHR), chaired the Social Justice and Human Rights Subcommittee of the President's Sustainability Council, and administratively supported the SexGen and Enable York Subcommittees.

Of particular significance was the launch of the Race Inclusion and Supportive Environments (RISE) Working Group. Endowed with independent governance but administratively supported by REI, RISE aims to ensure that race-related discrimination, equity and inclusion are brought to the forefront of conversations at York University.

Education Services

The Centre for Human Rights, Equity and Inclusion (REI) contributes to a culture of respect, equity, diversity and inclusion through the provision of education and professional development services. These include events, training, development of resource materials, and online training.

This work focuses on supporting the development of a culture that respects human rights, value differences and diversity in all its dimensions, and enables environments of innovation and creativity. The REI team delivers education initiatives online and in person.

PRESENTATIONS

5 Presentations, 177 Attendees

7
Equity

85
*General
Human Rights*

85
*Disability/
Accommodations*
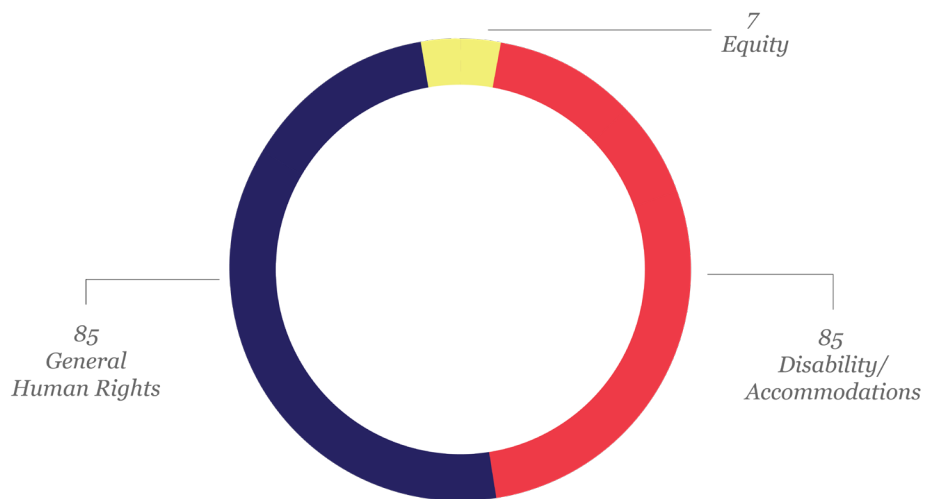
The REI team made a total of 5 human rights-related presentations this year. In total, 177 people attended, including York University students, faculty and staff and two groups of conference participants: the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education Conference and the Council of Ministers of Education of Canada Conference - Bilingual Exchange Programs.

Please see Appendix B for a complete list of REI's presentations.

EVENTS

The REI team held 12 events and supported 10 others, reaching 5,810 participants, including 5,500* incoming students during orientation week who benefited from the theatrical production of "You Had Me At Consent". Other initiatives included the launch of a talk-shop series focused on anti-racism, commemorative events for human rights days of significance, REI's annual Inclusion Day conference, film nights and Pride festivities.

Of particular significance, the REI team co-hosted a public lecture and a policy dialogue focused on racial profiling with the Ontario Human Rights Commission, the School of Public Policy and Administration, the Institute for Social Research and the Ontario Human Rights Commission (OHRC). Focused on stimulating

dialogue and generating relevant research to help inform the development of a new OHRC policy on racial profiling, the dialogue was an invitation-only event for about 75 of the country's leading experts on racial discrimination and racial profiling and key stakeholders from community organizations and civil society.

The REI team also supported several community events held by student groups, such as the Critical Disabilities Studies Annual Conference and an academic conference focused on genocide hosted by the Armenian Students Association.

Please see Appendix C for a complete list of REI's events.

12 Events, 310* Registered Attendees

107
Anti-Racism

88
Inclusion

15
Gender/
LGBTQ*

60
General Human
Rights

40
Sexual Violence
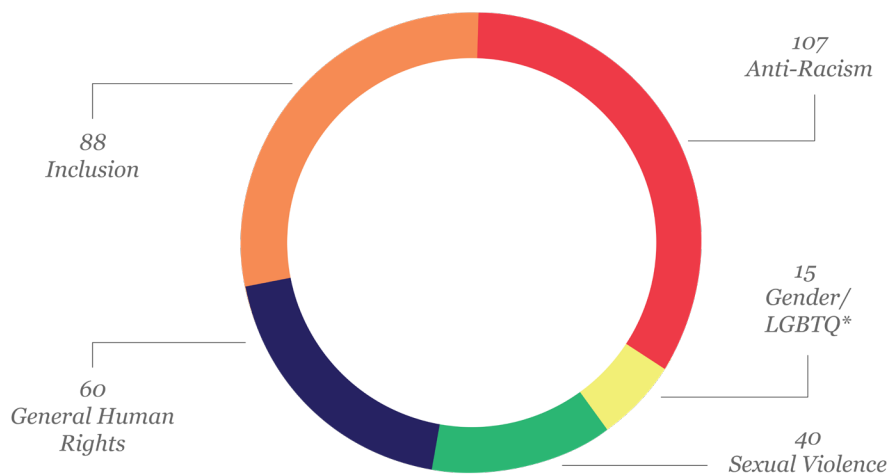
*This chart excludes non-registered attendees.

Mr. Arif Virani, MP, Parliamentary Secretary to the Minister of Immigration, Refugees and Citizenship at Inclusion Day 2017 speaking on the Syrian Refugees Resettlement Project: Triumphs & Challenges
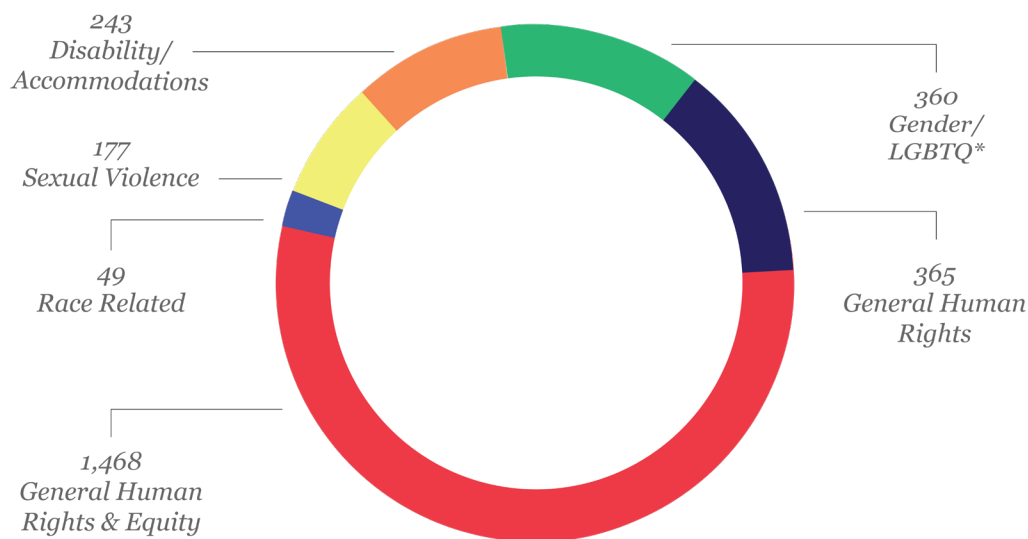
TRAINING SESSIONS

The REI team launched new education initiatives for specific community members based on the most predominant requests it received:

• **Human Rights Professional Development Training Program:** Sessions offered for Work Study students and York University staff focused on enhancing their understanding of the Ontario Human Rights Code and its implications for the workplace. The training for Managers increased understanding and competencies in accommodations and accessibility, employment equity and retention and sexual harassment prevention.

• **REDI (Respect, Equity, Diversity and Inclusion) Training Program:** Designed for York University students, staff and faculty, this series sought to enhance their understanding of (dis) ability, mental health, positive space, race, ethnicity and sexual violence prevention.

• **Sexual Violence Prevention and Response:** The REI team partnered with Student Leadership and Community Development's Peer Health teams to deliver sessions on sexual consent and healthy relationships to students, offered sexual assault response training for first responders and partnered with the Sexual Assault Support Services and Leadership to offer WENDO (Women's Self Defense) to the York University community.

• **Orient the Leader:** The REI team continued to offer inclusivity training for students leading orientation activities in partnership with the York Federation of Students and Student Leadership and Community Development.

Please see Appendix D for a complete list of REI's training sessions.

101 TRAINING, 2,662* ATTENDEES

243 *Disability/ Accommodations*

177 *Sexual Violence*

49 *Race Related*

1,468 *General Human Rights & Equity*

360 *Gender/ LGBTQ**

365 *General Human Rights*

*Actual no. of attendees higher than count indicated above (some events did not capture the no. of attendees)

COMMUNITY RESOURCES

The REI team continued to produce and update resources to increase the York University community's understanding of key human rights topics. It produced or enhanced eight publications and launched new web pages to provide an array of resources for York University students, faculty and staff focused on key areas identified by the York University community.

- Understanding Hate Propaganda: A Guide for Students, Faculty & Staff (new)

- Understanding Sexual Harassment: A Guide for Students, Faculty & Staff (updated)

- Understanding Sexual Assault: A Guide for Students, Faculty & Staff (new)

- Understanding Gender Expression/Gender Identity: A Guide for Students, Faculty & Staff (Inclusive Language) (new)

- Accommodating Creed (Religion): A Guide for Students, Faculty & Staff (updated)

- Accommodating Disability: A Guide for Students, Faculty & Staff (updated)

- Accommodating Family: A Guide for Students, Faculty & Staff (updated)

- York Has Pride brochure (LGBTQ* resources on campus)

- Web pages: Accessibility & Accommodations, Gender/LGBTQ*/Positive Space, Sexual/Gender-Based Violence and Anti-Racism (new)

ONLINE TRAINING MODULES

The Centre for Human Rights, Equity and Inclusion (REI) developed or updated three online modules this year:

Respect, Equity, Diversity and Inclusion (REDI): This updated interactive module teaches participants how to better identify and prevent harassment and discrimination based on provincial human rights legislation and the University's human rights-related policies. Shorter and more compact, it places emphasis on current key human rights areas of most concern to the York University community.

Respect in the Workplace: Developed at the request of the Department of Faculty Relations, this new module seeks to enhance Academic Administrators' knowledge of their responsibilities and obligations in supporting a respectful, equitable, diverse and inclusive campus.

YU START: Contributions were made to the YU START online module that orients new undergraduate students to York University. The REI team collaborated with York's University Information Technology and the YU START team to develop a section on sexual consent and active by-standing.

Case Resolution Services

The Centre for Human Rights, Equity and Inclusion (REI) seeks to address and resolve human rights cases following the requirements of provincial human rights legislation and related York University policies.

The REI team processes cases from current York University students, faculty and staff with a focus on early resolution. For purposes of this discussion, 'cases' refers to the enquiries, consultations, complaints and OSCR referrals in ascending degrees of procedural complexity and formality.

BY CASE TYPE

83 (30%) Enquiries

168 (61%) Consultations

3 (1%) OSCR Referal
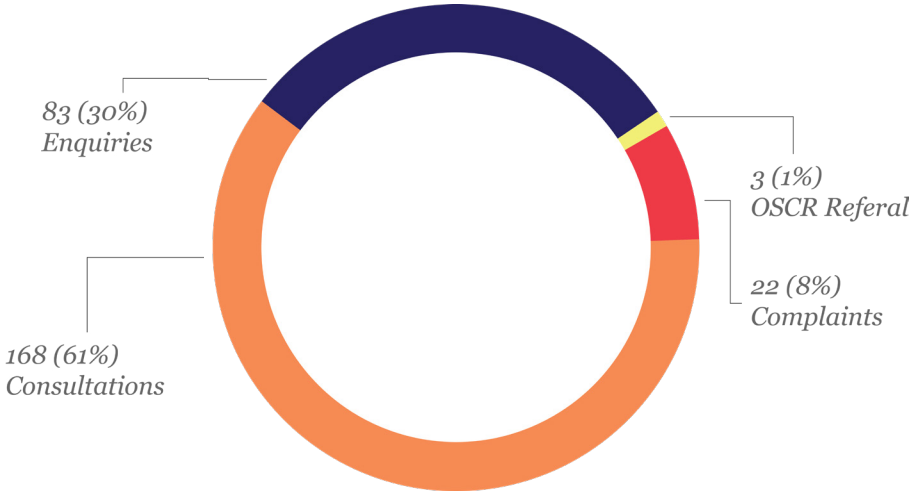
22 (8%) Complaints

22	**168**	**83**	**3**
Complaints	Consultations	Enquiries	OSCR Referral

Note: Formal complaints against students are addressed through the Code of Student Rights and Responsibilities.

BY CASE GROUND

Legend:
- *Consultations*
- *Enquiries*
- *Complaints*
- *OSCR Referral*

Categories (top to bottom):
- Age
- Ancestry
- Colour
- Creed
- Ethnic Origin
- Family Status
- Gender Expression
- Gender Identity
- Learning Disability
- Mental Health
- *Other
- Other Disability - Not Disclosed
- Physical, Sensory, Medical
- Place of Origin
- Race
- Sex
- Sexual Harassment
- Sexual Orientation

X-axis: 0, 10, 20, 30, 40, 50, 60, 70

*Other – encompasses code grounds such as Citizenship, Marital Status, Receipt of Public Assistance and Record of Offences as well as all non-code ground related enquiries.

Trends & Analysis

2011 - 2017

205 (10%)
*Sexual
Harassment*

390 (19%)
Race-Related

134 (7%)
*Gender,
LGBTQ**

733 (36%)
*Other Human
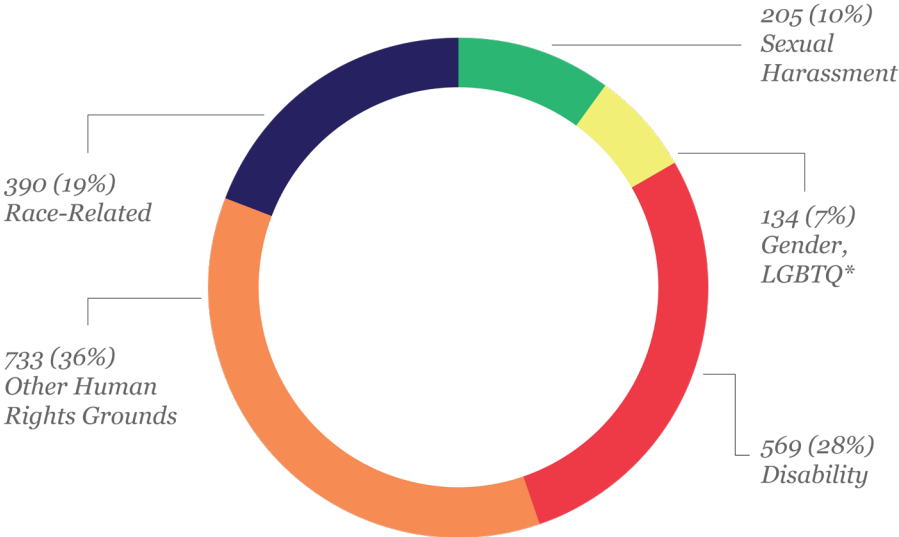Rights Grounds*

569 (28%)
Disability

From 2011 to 2017, cases involved race-related matters including creed (19%), sexual harassment (10%), gender/LGBTQ*-related matters (7%), disability (28%) and other human rights grounds (36%). REI uses this case data as one means of identifying service need in the community and continually adjusts its programming accordingly.

Monitoring & Evaluation

The REI team continued to enhance its reporting mechanisms, such as commencing the development of an online Annual Report to increase the accessibility of the data and corresponding analysis. REI's data collection tools and tracking mechanisms also continued to be fine-tuned.

Appendices

APPENDIX A: GLOSSARY

Cases are classified into three groups:

- **Complaint**: A formal document filed by an individual susceptible to investigation.

- **Consultation**: A third party interaction with a REI case advisor; or an interaction between an individual and a REI case advisor where more than one interaction by the case advisor is required to resolve a human rights concern/question.

- **Enquiry**: A one-time interaction between an individual and a REI case advisor to resolve a human rights concern/question.

Note: At times, REI might refer to a Consultation or Enquiry as "non-mandate," meaning that the human right matter discussed was not related to the Ontario Human Rights Code.

Various York University community members contact REI and are classified as follows:

- **Complainant**: The person filing a human rights complaint or contacting REI about a matter affecting them or their unit.

- **Respondent**: The person or unit that a complaint is filed against.

Complainants and Respondents are further classified by their affiliation with the University and their reason for contacting REI:

- **Faculty**: Individual faculty, whether they are contract or tenured, who are seeking information about their individual human rights.

- **Faculty Units**: Members of a faculty unit who are seeking information on human rights matters related to their units.

- **Staff**: Individual staff members who are seeking information about their individual human rights.

- **Staff Units**: Members of a staff unit who are seeking information on human rights matters related to their units.

- **Students**: Undergraduate or graduate students, including international students, who are seeking information about their individual human rights.

APPENDIX B: PRESENTATIONS BY TOPIC

Title	Date	Audience	Total
DISABILITY/ACCOMMODATIONS			
About REI and Duty to Accommodate	6-Sep-2016	Faculty	63
Academic Accommodations for Persons with Disabilities	18-Apr-2017	Faculty	22
GENERAL HUMAN RIGHTS			
Understanding Mental Health & Race	10-Nov-2016	Glendon Women & Trans Centre	10
Role of Teachers in Facilitating Controversial Issues	21-Nov-2016	Student Teacher Candidates	75
EQUITY			
Race & Inclusion in Work Environments	23-Feb-2017	Students, Staff, Faculty, External	7

Total: 177 Attendees
5 Presentations

APPENDIX C: EVENTS BY MATTER/TOPIC

Title	Date	Audience	Total
ANTI-RACISM			
Black History Month - Film Screening	9-Feb-2017	Open	13
Black Representation in Film	28-Feb-2017	Open	29
International Day for the Elimination of Racial Discrimination	22-Mar-2017	Students, Staff, Faculty, External	35
Teachable Moments: Teaching with Racial Diversity in Mind	16-Feb-2017	Open	30
GENDER/LGBTQ*			
Pride Week	20-Jun-2016 to 26-Jun-2016	Open	
Trans Day of Remembrance Vigil	20-Nov-2016	Students, Staff, Faculty, External	15
SEXUAL VIOLENCE			
National Day of Remembrance & Action on Violence Against Women	5-Dec-2016	Open	40
"You Had Me At Consent" Educational Theatre	1-Sep-2016	Undergrad Students	5500

GENERAL HUMAN RIGHTS

Glendon	2016	Open	
Residence Life - Don Fair	2016	Open	60
Vari Hall - Red Zone	2016	Open	

INCLUSION

Inclusion Day Conference	27-Jan-2017	Open	**88**

Total: 5,810 Attendees
12 Events

APPENDIX D: TRAINING SESSIONS BY TOPIC

Title	Date	Audience	Total
DISABILITY/ACCOMMODATIONS			
Accommodations	21-Jul-2016	Faculty of Education	12
	21-Sep-2016	School of Human Resources	18
Understanding Accommodations	13-Oct-2016	Osgoode PD	
	29-Aug-2016	CSBO Transportation Staff	17
	13-Oct-2016	CSBO Transportation Staff	24
Providing Accommodations	17-Jun-2016	Managers	15
	3-Dec-2016		3
Disability, Mental Health	29-Jun-2016	Staff, Grad Students	22
	22-Nov-2016		11
	23-Feb-2017		13
Accommodations/Disability	19-Oct-2016	AS/HUMA 1951 9.0: Introduction to Gender: History, Culture and Ideology	108
GENDER/LGBTQ*			
Gender Identity	4-May-2016	Security/General Staff	7
	11-May-2016	Security Staff	12
	18-May-2016		6
	25-May-2016		10

Gender Identity	1-Jun-2016	Security Staff	7
	8-Jun-2016		10
	15-Jun-2016		13
	29-Jun-2016		63
Gender Identity and Human Rights	15-Nov-2016	Glendon GLGBT	7
Gender Identity and CDS Services	13-Feb-2017	Library Staff	9
Positive Space	6-Sep-2016	Faculty of Languages	61
	3-Oct-2016	Glendon Centre for Women and Trans People	13
	19-Oct-2016	Staff, Grad Students	6
	8-Nov-2016	Staff, Grad Students, Interns	12
	15-Nov-2016	All	2
	25-Nov-2016	AS/HUMA 1951 9.0: Introduction to Gender: History, Culture and Ideology	4
	1-Dec-2016	Managers	3
	16-Feb-2017	Staff, Grad Students	45
Positive Space - ACMAPS	8-Feb-2017	Scott Library Staff	15
Positive Space - Glendon Library	13-Feb-2017	Registrar Staff & Managers	24
Positive Space - Registrar	13-Feb-2017	Scott Library Staff	15
Positive Space - Scott Library	22-Nov-2016	Registrar's Office	6
	8-Feb-2017	ACMAPS Staff and Peer Mentors	10

GENERAL HUMAN RIGHTS

CSBO	18-Jul-2016	Community Safety Council	8
Faculty Providing Service to Students	21-Jul-2016	Faculty of Education	12

Human Rights 101	17-Oct-2016	Go Safe & CCTV Work Study Students	98
	21-Nov-2016	YUELI Students	60
	13-Jan-2017	YUELI Students	
Human Rights 101 (used HRPD deck)	21-Feb-2017	Go Safe & CCTV Work Study Students	11
Human Rights 101 and Engineering	21-Nov-2016	Engineering 3000 Students	8
Human Rights Professional Development Training - Work Study	6-Oct-2016	Work Study - Glendon	7
	28-Jan-2017	Work Study - Keele	4
Human Rights Professional Development Training Program	10-Jun-2016	YUELI Students	15
REDI Certificate Workshop	11-Oct-2016	Security Staff	22
Respect in the Workplace	20-Jul-2016	CSBO Maintenance Staff	6
	29-Aug-2016	CSBO Maintenance Staff	7
Train-the-Trainer - Active Bystanding	6-Jun-2016	Active Bystander Trainers	10
	7-Jun-2016	Active Bystander Trainers	1
Senior Leadership in Departments / Units Providing Services to York Employees	25-Nov-2016	Managers	12
Staff Providing Services to Students	5-Dec-2016	Counseling & Disability Staff	26
Student Leaders	30-Jun-2016	YODA	24
Work Study Students	4-Oct-2016	Work Study - Keele	23
Other	29-Sep-2016	Engineering 3000 Students	11

Continued on the following page ...

GENERAL HUMAN RIGHTS AND EQUITY

Equity	27-Oct-2016	YUELI Staff	24
	23-Feb-2017	Explore Program, Glendon	35
Equity in the Workplace	11-May-2016	Dept of Physics & Astronomy - Work Study / Ray Student Staff	25
	26-May-2016		10
Equity & Anti-Oppression	20-Jun-2016	Vanier Peer Leaders	8
	30-Jun-2016		10
	4-Aug-2016		5
	11-Aug-2016	YODA	24
	22-Aug-2016	Glendon Dons	15
	23-Aug-2016	Student Orientation Leaders - Calumet	119
	23-Aug-2016	Student Orientation Leaders - Founders College	76
	24-Aug-2016	Keele Dons	60
	26-Aug-2016	Student Orientation Leaders - New College	70
	26-Aug-2016	Student Orientation Leaders - Vanier College	126
	30-Aug-2016	Student Orientation Leaders - MacLaughlin College	108
	30-Aug-2016	Student Orientation Leaders - Stong	80
	31-Aug-2016	Student Orientation Leaders - Glendon	140
	31-Aug-2016	Student Orientation Leaders - Schulich	94

	31-Aug-2016	Student Orientation Leaders - Winters College	153
Equity Training	1-Sep-2016	Lassonde Students	14
	2-Sep-2016	Peer Health Students	25
	2-Sep-2016	Student Orientation Leaders - Lassonde	70
Orient the Leader - Equity Training	26-August-2016	Student Orientation Leaders - Bethune College	113
Equity, Diversity and Inclusion in Student Affairs	1-Dec-2016	Students, Staff, Faculty, External	40
Community Safety Council Equity Training	23-Nov-2016	Community Safety Council	21
Faculty Training on Inclusive Teaching Practices and Classroom Curriculum	15-Mar-2017	Teaching Assistants	3

RACE RELATED

	29-Nov-2016	Staff & Graduate Students	11
Employment Equity & Race	2-Mar-2017		
Employment Equity & Retention	3-Jun-2016	Managers	15
	15-Dec-2016		4
Equity Training	12-May-2016	Graduate History Student Association, History Students and Faculty	19

SEXUAL VIOLENCE

One-on-One Session - Sexual Violence	17-Oct-2016	Students	14

Continued on the following page ...

Sexual Assault Response	4-May-2016	Osgoode PD	7
Sexual Assault Response - Trauma Centric	11-May-2016	Security - General Staff	12
	18-May-2016		6
	25-May-2016		10
	1-Jun-2016		7
	8-Jun-2016		10
	15-Jun-2016		13
	29-Jun-2016		
Sexual Harassment Prevention	25-Nov-2016	Glendon Centre for Women and Trans People	9
	23-Jun-2016	Managers	15
	21-Jul-2016	Faculty of Education	12
	26-Oct-2016	Staff, Grad Students	35
	24-Nov-2016	Managers	4
	29-Nov-2016	Vanier Peer Mentors	20
	9-Feb-2017	Staff, Grad Students	3

Total: 2,662 Attendees
101 Training Sessions