ABOUT
The Centre for Human Rights, Equity & Inclusion (CHREI) 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 4 functional areas:

- Case Resolution
- Education
- Consultations
- Reporting

THE CHREI
BY NUMBERS
The snapshot presented here indicates the milestones the Centre for Human Rights, Equity & Inclusion has achieved.

- 107 Training Sessions
  2396 attendees
- 5 Celebrations / Observances
- 4 Consultations
- 2 Partnerships
- 3 External Engagements
  689 attendees
- 52,333 Twitter Impressions
- 6,823 Facebook Timeline Impressions

ACCESSIBILITY
ACCOUNTABILITY
INCLUSION
- Impartiality
- Confidentiality
- Collaboration
  Procedural Fairness

DIVERSITY
CASE RESOLUTION SERVICES
To foster work and learning environments free from harassment and discrimination under the Ontario Human Rights Code, the CHREI receives and processes human rights concerns and complaints brought forward by community members. The CHREI received an increase in the number of cases that resulted in formal complaints. The majority of these complaints are related to Sexual Harassment including Sexual Assault.

IN 2018 - 2019, THE CENTRE RECEIVED:

- 50 Enquiries
- 149 Consultations
- 44 Complaints
- 2 OSCR Referrals

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

In discharging its mandate, the CHREI benefited from its relationships with:
- Student Accessibility Services
- Office of Student Community Relations
- Centre for Sexual Violence Response Support and Education
- Community Safety Department
- and others

The CHREI also provided oversight of some investigations conducted by external investigators and guidance to external stakeholders in navigating York’s collective agreements, policies and procedures.

Policy and Procedural Guidance
The CHREI provided policy advice and procedural guidance on governance issues arising within York University:
- Accessibility concerns in inclement weather
- Accommodation for breastfeeding
- Smudging Policy
- Policy on Sexual Violence
- Human Resources practices
- Classroom accommodation practices
- Style guide and website design
- Constitutions and by-laws of student groups
- Name and gender change procedures based on gender identity
- Security and access control procedures

The CHREI also facilitated the community’s pursuit of in-depth learning on human rights, equity and inclusion. Offerings included in-person, online and custom training sessions.

Celebrations / Observances
The CHREI hosted celebrations / observances to raise the profile and increase engagement around human rights, equity and inclusion and generate community-wide conversations. These celebrations / observances comprised of:
- Canada Inclusion at Crossroads
- International Day of Persons with Disabilities
- Inclusion Day
- International Women’s Day
- International Day for the Elimination of Racial Discrimination

EDUCATION SERVICES
The CHREI supports and provides community learning around issues of human rights, equity and inclusion to drive excellence throughout the institution’s academic priorities.

The CHREI uses case resolution data and trends to identify service needs of the community and adjust its education programming.

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Partnerships on Practicums
The CHREI hosted 5 students from the Osgoode Public Interest Research Program (OPIR) and the Nursing Student Practicum Placement Program.

External Engagements
The CHREI delivered external presentations this year to increase engagement with the larger community:
- SpeakOUT Conference hosted by York Region District School Board
- 73 high school students
- Inclusive Leadership hosted by Miller Thomson LLP
- 266 lawyers, staff and corporate clients
- TransMilitary Film Presentation and Panel Discussion in partnership with Human Rights Watch Canada and HotDocs
- 350+ attendees

CONSULTATIONS
The CHREI leads and supports inquiries into workplace and learning successes, opportunities to inform education needs as well as institutional inclusion-based strategic planning.

The CHREI collaborated across the University with multiple stakeholders such as: LASPS, Schulich School of Business, Libraries, Glendon College and the Student Success Centre; participated in committees and working groups such as the Indigenous Council, Mental Health Strategy, Freedom of Speech Policy, Anchor YorkU, Accommodations in Practicum Placements and provided support to the SexGen, Enable York and RISE sub-committees of the President’s Advisory Committee on Human Rights.

The CHREI also developed and piloted a ‘Faculty Series’ on the following topics:
- Navigating Sensitive Conversations in the Classroom
- Inclusive Leadership
- Disability and Accommodations, co-facilitated with Student Accessibility Services
- Understanding Freedom of Speech

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

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