

FALL/WINTER 2022-23

RIGHTS, EQUITY, DIVERSITY, DECOLONIZATION & INCLUSION (REDDI)



Centre for Human
Rights, Equity and
Inclusion

Centre des droits de la
personne, de l'équité et
de l'inclusion

RIGHTS EQUITY DIVERSITY DECOLONIZATION INCLUSION

Fall/Winter 2022-23 REDDI Session Line up

September/October

Core Series

Addressing Discrimination Today

The Impacts and Effects of Microaggressions in the PSE Environment

This session will highlight the reality and pervasiveness of microaggressions within the context of post-secondary institutions. We will look at how and why microaggressions are harmful, discuss some tools to address and inhibit microaggressions, and offer opportunities to practice using these tools in order to foster a more inclusive and equitable campus environment. This session will focus specifically on the actions of individuals and groups in fostering inclusion and belonging.

September 22, 2022, 11AM to 12:30 PM

[Register on YU Learn](#)

Lutter contre la discrimination (FR)

Rejoignez-nous pour explorer des stratégies et des pratiques de réponse dans des situations de discrimination, afin de mieux créer une culture et une institution inclusive.

3 novembre 2022, 11 h - 12 h 30 (nouvel horaire)

[Register on YU Learn](#)

Understanding Freedom of Expression at YorkU

This workshop is designed to strengthen participants' understanding of the fundamental freedom of speech rights at York University and will give participants the opportunity to explore the features, limits, and tensions that come with free expression.

October 6, 2022, 1:00PM - 2:30PM

[Register on YU Learn](#)

Challenging Biases in Decision-Making and Approaches to Difference

Participants will learn about how our brains develop and rely on biases, how these biases impact our perceptions and behaviours, and what we can do to prevent these biases from influencing our decisions, workplaces, and communities. This session will consider how biases can affect the systems we work within and offer some opportunities to consider how to remove the opportunity for bias within our systems.

October 18, 2022, 11:00AM - 12:30PM

[Register on YU Learn](#)

See more REDDI Core Series sessions in November, January and February below

Fall/Winter 2022-23 REDDI Session Line up

November/December

REDDI Mini Series

Preventing Sex and Gender Harassment and Discrimination

Understanding and Addressing Sexual Harassment and Discrimination

In this interactive session, participants will become familiar with the legislation and policies that define sexual harassment and gain a general understanding of why sexual harassment continues to be pervasive in our society. Attendees will examine various scenarios aimed at obtaining strategies and sharing best practices on how to identify, prevent, and respond to instances of sexual harassment on campus.

October 20, 2022, 1:00PM - 2:30PM

[Register on YU Learn](#)

Creating and Maintaining Positive Space

This is a “101” session that will explore gender and sexual diversity, as well as homophobia and transphobia specific to the campus experience. Learn about using inclusive language, being a supportive ally, campus resources, and creating safer spaces on campus for gender and sexually diverse students, staff, and faculty.

October 25, 2022, 1:00PM - 2:30PM

[Register on YU Learn](#)

November/ December

Core Series

Addressing Discrimination Today

Orienting Towards Allyship (Part 1)

Through a series of engaging activities and reflection exercises participants who take part in this workshop will be able to: Contextualize their social location based on their identity; Deepen their understanding of allyship in a personal and institutional setting; Practice active allyship and develop strategies to have brave conversations.

November 1, 2022, 1:00PM - 2:30PM

[Register on YU Learn](#)

Fall/Winter 2022-23 REDDI Session Line up

November/December

REDDI Mini Series

Preventing Sex and Gender Harassment and Discrimination (continued)

Impacts and Issues of Misogynoir*

In this interactive session, participants will become familiar with the legislation and policies that define sexual harassment and gain a general understanding of why sexual harassment continues to be pervasive in our society. Attendees will examine various scenarios aimed at obtaining strategies and sharing best practices on how to identify, prevent, and respond to instances of sexual harassment on campus.

November 8, 2022, 11:00AM - 12:30PM

*This session is cross-posted under the Anti-Racism series.

Cross posted sessions can also count towards the completion of a Mini-Series course certificate where it is cross-posted.

[Register on YU Learn](#)

Créer et maintenir des espaces positifs (FR)

Cette session « 101 » explore la diversité des genres et de la sexualité, ainsi que les manifestations d'homophobie et de transphobie sur les campus. Venez apprendre au sujet du langage inclusif, comment être un allié, et comment créer un campus davantage sécuritaire pour étudiants, membres du personnel, et membres de la faculté de genres et sexualités diverses.

novembre 17, 2022, 1:00PM - 2:30PM

[Register on YU Learn](#)

Do the Work: Intervening on Sex and Gender Harassment and Discrimination

This praxis session will offer participants the opportunity to practice intervening in situations of sex or gender discrimination and harassment and relies on participants' familiar with the concepts explored in the rest of this mini-series. Participants will be encouraged to bring their lingering questions, concerns and fears from previous sessions, and are welcome to try out some of the tools and strategies discussed. Mistake-making is encouraged, this is a learning and growing space.

November 22, 2022, 11:00AM - 12:30PM

[Register on YU Learn](#)

Fall/Winter 2022-23 REDDI Session Line up

November/December

Core Series

Addressing Discrimination Today

The Ecology of Allyship (Part 2)

In this follow up to our session Orienting Yourself to Allyship, this workshop explores the multiple roles people can play in building solidarity across lines of difference, examples of solidarity movements, and personal reflections on how to find your own stake in movements.

Please note, this is not an introductory or beginners workshop. You must attend Allyship Part 1 to join this session, or have previous organizing experience across lines of shared identities.

November 24, 2022, 1:00PM - 2:30PM

[Register on YU Learn](#)

REDDI Mini Series

Promoting Accessibility and Proactive Accommodations

Challenging Notions of Ableism: Breaking Barriers to Social Inclusion

Looking at the construction of disability and the pervasiveness of ableism, this session will encourage participants to think critically about what it means to be “able” and what creating an ableism-free future could look like. This session will draw on examples of both individual and systemic discrimination and exclusion, and ask participants to actively engage in constructing responses to social exclusion.

December 1, 2022, 1:00PM - 2:30PM

[Register on YU Learn](#)

Fall/Winter 2022-23 REDDI Session Line up

January/February

Accessing and Responding to Accommodations

Participants receive a detailed overview of the rights and responsibilities in the accommodations process based on the Ontario Human Rights Code, such as those involving disability (including mental health), creed (religion), and sex/gender. In addition to learning how to request and respond to accommodation needs, participants will learn strategies that will assist in increasing inclusion and accessibility in the York community.

January 10, 2023, 1:00PM - 2:30PM

[Register on YU Learn](#)

Understanding and Accessing Family Status Accommodations*

In this workshop, participants learn more about what family status accommodation is and how to respond to requests. Participants will receive an overview of the rights and responsibilities in the accommodations process based on the Ontario Human Rights Code and relevant policies at York University, as well as some strategies that will assist in increasing inclusion and accessibility in the York community.

January 12, 2023, 11:00AM - 12:30PM

*This session is cross-posted under the Preventing Sex and Gender Harassment and Discrimination series. Cross posted sessions can also count towards the completion of a Mini-Series course certificate where it is cross-posted.

[Register on YU Learn](#)

Core Series

Addressing Discrimination Today

Employment Equity Principles Towards Inclusion

This workshop focuses on effective ways to achieve equity in the workplace, highlighting the relevant policies and laws that support efforts to build healthy and inclusive workplace environments and cultures.

January 13, 2023, 11:00AM - 12:30PM

[Register on YU Learn](#)

Fall/Winter 2022-23 REDDI Session Line up

January/February

REDDI Mini Series

Promoting Accessibility and Proactive Accommodations

Effective Insights and Approaches from Universal Design Principles

Participants will develop an understanding of universal design and academic integrity in an educational environment and consider the ways universal design can become part of a teaching strategy. Discussion and activities will offer opportunities for participants to obtain strategies for ensuring academic integrity while also providing inclusive learning experiences for all.

January 24, 2023, 1:00PM - 2:30PM

[Register on YU Learn](#)

Do the Work: Intervening on Ableism

Building on the previous sessions in this mini-series, this participatory workshop will ask attendees to practice interventions in scenarios of ableism, exclusion, and discrimination. Groups will brainstorm solutions and try them out, and feedback will be offered to encourage growth and skill development. This session relies on participants being familiar with the concepts explored in the mini-series Preventing Sex and Gender Harassment and Discrimination.

January 31, 2023, 11:00AM - 12:30PM

[Register on YU Learn](#)

Core Series

Addressing Discrimination Today

Advancing Organizational Change to Foster a Culture of Belonging

Building on an understanding that organizations and institutions continue to embody many of the ways in which our society has created barriers to equity and inhibited inclusion, this session will consider discrimination from a systemic lens, and ask participants to engage in meaningful discussions on systems change. Participants will be invited to reflect on their own roles and positionalities within York and other organizations and communities and consider how to build collaborative responses to systemic inequities.

February 2, 2023, 1:00PM -2:30PM

[Register on YU Learn](#)

Fall/Winter 2022-23 REDDI Session Line up

January/February

REDDI Mini Series

A Spotlight on Intersectional Anti-Racism Work and Black Inclusion

Acknowledging and Addressing Racism

This workshop will help participants gain an understanding of how to recognize racism, how it can manifest, and what its impacts are. Participants will learn about strategies to address barriers to inclusive spaces and become familiar with relevant tools, policies, and legislation within the York context.

February 9, 2023, 11:00AM - 12:30PM

[Register on YU Learn](#)

Black Inclusion: Historic and Current Efforts to Dismantle Anti-Black Racism

This session will follow the birth and development of anti-Black racism both globally and locally, and the historic and on-going efforts to dismantle it. Through case-studies and scenarios, participants will be offered tools and examples of how to respond to anti-Black racism in effective and sustainable ways.

February 14, 2023, 1:00PM -2:30PM

[Register on YU Learn](#)

Reconnaître et aborder le racisme (FR)

Cet atelier aidera les participants à comprendre comment se manifeste le racisme, et quels sont ses impacts. Les participants découvriront des stratégies visant à éliminer les obstacles aux espaces inclusifs et s'exerceront à interrompre les commentaires racistes.

16 février 2023, 11h00 -12h30

[Register on YU Learn](#)

Do the Work: Intervening on Racism

Please note that we strongly recommend participants to have attended at least one of the workshops above before attending this session.

This workshop will be highly participation-based and ask attendees to design strategies and practice tools to intervene in moments of racial discrimination, harassment, and microaggressions. Prior familiarity with these concepts is recommended.

February 28, 2023, 11:00AM - 12:30PM

[Register on YU Learn](#)

Fall/Winter 2022-23 REDDI Session Line up

February/March

REDDI Mini Series

Impact and Intersections of Creed-Based Harassment and Discrimination

The History and Rise of Creed-Based Harassment and Discrimination in Society

Through the lens of the Ontario Human Rights Code and several key case-studies and scenarios, this session will explore the intersectionalities and impacts of creed-based discrimination and harassment, both historically and today. Participants will explore nuances of how creed-related issues are responded to in our society and encouraged to reflect on how their own behaviour may need to shift in order to promote a more inclusive campus.

March 2, 2023, 1:00PM - 2:30PM

[Register on YU Learn](#)

Inclusion Week - March 6-10, 2023

Effective Responses to Creed-Based Harassment and Discrimination

This participatory session will look at how to respond effectively to creed-based discrimination and harassment. Participants will be asked to actively engage with scenarios and tools to foster inclusive situations and prevent discrimination and harassment. This session is designed to follow The History and Rise of Creed-Based Harassment and Discrimination in Society and participants are encouraged to have either taken that session or be familiar with some of the nuance of creed-based discrimination.

March 16, 2023, 11:00AM -12:30PM

[Register on YU Learn](#)

Do the Work: Dialogue Across Differences

Through a series of engaging activities and reflection exercises participants who take part in this workshop will be able to:

- 1) Identify personal limitations to engagement in dialogue across differences.
- 2) Identify what they need to engage in meaningful conversation through respectful dialogue without the intention of persuasion.
- 3) Develop personal strategies to manage emotions in order to look past individual differences and hear the humanity of someone's lived experiences.

March 21, 2023, 1:00PM - 2:30PM

[Register on YU Learn](#)