Winter/Spring 2023

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
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 19, 2023, 11:00AM - 12:30PM
Register on YU Learn
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]
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
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