



# Initiative on Open and Respectful Dialogue

IMPLEMENTATION GROUP  
REPORT

MARCH 31, 2021





---

## INTRODUCTION

The Implementation Working Group, co-chaired by Lucy Fromowitz Vice-Provost Students and Sheila Cote-Meek, Vice President Equity People and Culture is tasked to ensure that the recommendations made by the independent reviewer the Honourable Thomas A. Cromwell C.C., (“CR Recommendations”) and the Working Group (“WG recommendations”) are accomplished.

The Implementation Working Group reports on its progress on a quarterly basis. The quarterly reports focus on key areas of implementation undertaken or completed in the quarter, rather than reviewing incremental progress on each individual recommendation. The quarterly reports are future-focused and also identify key areas of implementation anticipated for the next quarter.

The first quarterly report (September 30, 2020) focused on the initial activities of the group including policy review, drafting and consultations. The second quarterly report (December 2020) focused on the efforts undertaken to review policies and the development of education/training initiatives.

The report that follows is the third quarterly report ending March 31, 2021. Our next report will be on activities to the end of June 2021.

---

## IMPLEMENTATION – HIGHLIGHTS (Q3)

During the third quarter (ending March 2021) the Implementation Group focused on the following:

---

### 1. Community Safety

There are a number of recommendations related to Community Safety operating procedures which overlap and complement changes to the Temporary Use of University Space Policy (TUUS).

#### Recommendation:

*The University should endorse the principle that that security measures will be appropriate when: a) they are based on objective risk assessment which is founded on reliable information; and b) they are the least intrusive measures that will satisfactorily mitigate the identified risk. (CW 5.2)*

*The University should develop and publish a list of criteria informing its risk assessment process. All advice to the senior administration about the risk posed by an event should be provided on the basis of the assessment of these criteria. (5.3)*

*The University should develop and publish a suite of security measures, in ascending order of intrusiveness that can be applied to mitigate the risk associated with an event. (CW 5.4)*

*The University should implement a requirement for meetings between protest organizers and members of York's Community Safety department. The substance of what is discussed at those meetings should be documented by Community Safety and the notes made available to the senior administration as needed for planning and review purposes. (CW 5.6)*

*The University should clarify its policies to explicitly prohibit outside security personnel, including volunteer security, on campus without written permission from the University. The policy should be clear that these restrictions do not apply to those carrying out administrative roles or to marshals drawn from the University community that protestors and counter- protestors have appointed to ensure appropriate discipline within a protesting group. (CR 5.7)*

*At future events Community Safety undertake an immediate investigation and bring forward complaints under the appropriate regulation or policy in an expeditious manner. Also, that Notices of Trespass be delivered by Community Safety with respect to non-community members in a timely manner including during the event. (WG 4)*

#### > Action:

Community Safety has completed the review of its Standard Operating Procedures (SOPs) to address recommendations related to pre-event engagement with event and protest organizers, reinforcing York's responsibility for safety during events and event risk assessments. The revised SOP is now complete and ready for final approval by the Vice President Finance and Administration who has responsibility for Community Safety.



---

## 2. Review and Draft Amendments - Policies/Procedures/Guidelines

### Recommendation:

*Staff Responsible for specific policies continue their review and to incorporate the recommendations set out in the Cromwell Review. Draft policies may be circulated for input from appropriate stakeholders, including the Freedom of Speech Working Group, where appropriate. Draft policies should be reviewed by the University Secretariat to ensure continuity within and amongst all York University Policies. (WG 3)*

### > Action:

York Administrative Staff continued to review and draft amendments for the following policies/procedures/guidelines:

- Postering Guideline
- Temporary Use of University Space Policy and Procedures
- York University Student Club Recognition Rules
- Policy on Human Rights

---

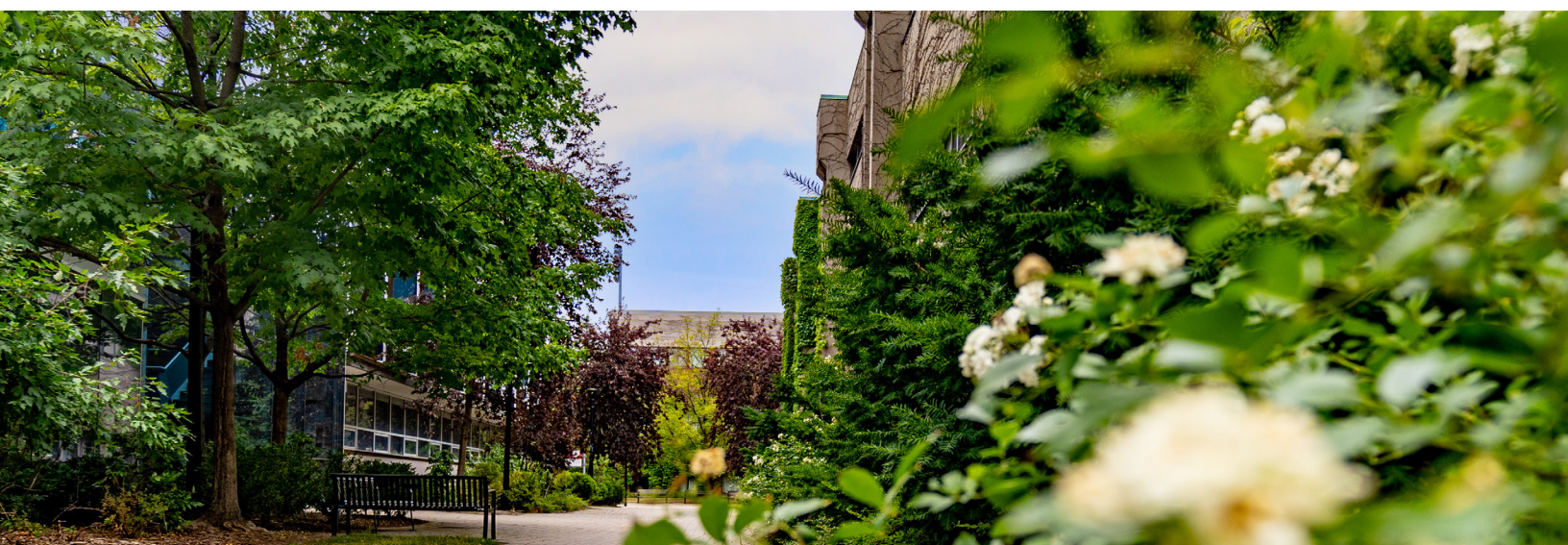
### i) Postering Guidelines

#### Recommendation:

*The Postering Guidelines should be clarified and amended as detailed in the text of this Review. (CR 2.2)*

### > Action:

The Postering Policy and Procedures (previously Guidelines) consultations with key stakeholders is now complete and feedback has been incorporated. The Postering Policy and Procedures are now ready for final approval by the President and we anticipate that this will happen in Q4.



---

## ii) Temporary Use of University Space Policy and Procedures (TUUS)

There are a number of recommendations focused on amendments to the TUUS Policy and Procedures. The recommendations have been grouped together and illustrate the comprehensive review of the Policy and Procedures.

### Recommendations:

*The TUUS Procedure should be amended to address the issue of security costs as detailed in the text of this Review. (CR 2.3)*

*The University should establish a more robust and clearly defined triage capability as part of the TUUS application process. (CR 4.3)*

*The University should clarify whether the TUUS process applies to organized protests and that the limitations on use of sound amplification equipment apply to protestors as well as participants. (CR 4.5)*

*Under the TUUS policy and procedure create a mechanism to allow York University to limit attendance to current York community member attendees. The TUUS policy and procedure should set out clear criteria when such limitations are necessary. (WG 7)*

*The University should create a policy framework establishing when it may refuse to provide a space for an event, including cancellation of a previously approved event. The policy should include a number of elements explored in the review. (CR 4.1)*

*The University should create a policy framework setting out the circumstances under which it may postpone a planned event. The policy should address a number of parameters explored in this review. (CR 4.2)*

### ➤ Action:

**TUUS Policy and Procedures stakeholder consultation is now complete. Final updates to the Policy and Procedures are underway and approval by the President will be sought in early Q4.**

---

## iii) Discrimination and Harassment Policy

### Recommendation:

*The University should develop a clear policy framework defining what constitutes racism, harassment and discrimination, particularly in relation to extra-curricular activities and conduct by student organizations. (CR 3.1)*

### ➤ Action:

**Stakeholder consultation is complete and the feedback has been incorporated. We anticipate that the Final Draft will be brought to the Board of Governors for review and approval in early Q4.**





---

#### iv) Presidential Regulation 4

##### Recommendation:

*Presidential Regulation 4 be updated to provide a clear understanding of roles and responsibilities for student organizations coupled with a transparent enforcement process consistent with the principles of natural justice. (WG 6)*

##### ➤ Action:

At the President's request, the Vice-Provost Students and the Executive Director Student Engagement have undertaken a consultation process with student organizations to explore the principles related to Presidential Regulation 4. This Regulation sets forth the privileges and obligations of student organizations to ensure that their activities and their financing are conducted in an open, accessible, democratic, non-discriminatory, and legally and financially responsible manner, so that the objects and purposes of York University may be advanced. Prior to this review, the Regulation was last updated in 1988.

Consultations on the principles that informed the revisions to the Regulation were completed throughout Q2 and Q3 by the Division of Students. The consultation process included:

- 33+ consultations with 36 stakeholders represented including direct group consultations with YFS, YUGSA, GCSU, and the Student Centre.
- 3 Open Forums including a Campus Wide forum (recording can be found [here](#)).
- Comprehensive survey of undergraduate and graduate students with over 4700 responses.

The Draft Regulation is now available and community members are invited to [submit written comments and feedback](#).

---

### 3. Education Initiatives

There are several recommendations that call upon York University to develop education initiatives for students, student organizations and other community members. These recommendations were addressed in the Q1 and Q2 report.

#### Recommendation

*Opportunities for faculty to engage in co-teaching courses in Jewish and Islamic studies, a joint lecture series or other intersectional learning opportunities. (WG 8)*

*Training and educational resources be developed for students:*

- *Hosting successful events*
- *Understanding roles, rights and responsibilities under the various policies*
- *Understanding Human Rights and the enforcement of those rights within the York environment*
- *Understanding the contribution to inclusive environments*
- *How to engage in respectful dialogue while also navigating challenging conversations*
- *Understanding the role of civility and how it can co-exist with freedom of expression*
- *Understanding the parameters (WG 9)*

*That all student organizations engage in yearly training on the following:*

- *Roles, rights and responsibilities under the various policies*
- *Hosting successful events (W10)*

#### ➤ Action:

In March 2021 the Centre for Human Rights, Equity and Inclusion (REI) hosted Inclusion Days 2021. There were a number of activities over several days supporting the theme of “Belonging in a Virtual World”. In partnership with the Student Community and Leadership Development (SCLD), REI hosted the two workshops “Allyship and Inclusion” and “Dialogue Across Difference,” attended by over 140 staff, faculty, students and guests. These workshops aimed to support both increased understanding of complex issues around identity and social location, as well as to enhance skills of promoting belonging, valuing difference, and communicating effectively. Specifically, the workshop around Allyship challenged participants to understand their own role in supporting change without recreating the very power dynamics they aim to undo, whilst the Dialogue workshop provided participants with practical tools to engage in challenging conversations with compassion, equanimity and an appreciation of the breadth of human experience. These sessions provided multiple opportunities for significant participation, experiential learning and sharing, in order to effectively scaffold learning and enhance uptake. Formal evaluation of these sessions saw over 90% of participants agreeing that they gained greater knowledge of key concepts of EDI, as well as an increased understanding of strategies they can use to promote equity and inclusion. These workshops will continue to be provided to the community on an ongoing basis.

SCLD has also hired additional staff to support the development and implementation of the education recommendations

---

## NEXT STEPS

For the next quarter (April to May 2021) the Implementation Group will be focused on the following:

- **POLICY CONSULTATION, DRAFTING AND APPROVAL** – final drafts presented for review and approval by the President or Board of Governors as required
- **PRESIDENTIAL REGULATION NUMBER 4** – The Division of Students will receive written comment and feedback on draft
- **EDUCATION INITIATIVES – WORKSHOPS** Development of additional workshops and toolkits to support students in hosting successful events.