

Initiative on Open and Respectful Dialogue

IMPLEMENTATION GROUP
Q4 REPORT

JUNE 30, 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 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 [third quarterly report](#) (March 2021) provided updates on the progress of policy reviews and education initiatives.

The report that follows is the fourth quarterly report, ending June 30, 2021. Our next report will be on activities to the end of September 2021.

IMPLEMENTATION – HIGHLIGHTS (Q4)

During the fourth quarter (ending June 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:

The revised Standard Operating Procedures (SOPs), which address recommendations related to pre-event engagement with event and protest organizers and reinforce York's responsibility for safety during events and event risk assessments, have been approved by the Vice President Finance and Administration who has responsibility for Community Safety. Staff training on the revised SOP will begin in the Fall 2021 (Q5 and following)

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

a) 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 has been approved by the President and Procedures have been approved by the Vice-President Finance and Administration. Implementation will begin in the Fall 2021 (Q5 and Q6) continue as in-person attendance on campus increases.

b) Temporary Use of University Space (TUUS) Policy and Procedures

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:

The policy and procedures continue to be reviewed and revised, taking into account feedback received from stakeholders. We anticipate a draft being completed by end of September 2021 (Q5) with review and approval of the President following.

c) 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:

The [Human Rights Policy](#), which includes a detailed complaints process, was approved by the Board of Governors in Q4. The Policy came into effect June 15, 2021. The policy aligns with the Ontario Human Rights Code and is responsive to or supports York's commitment to an environment that is free from harassment and discrimination. The process for bringing forward a complaint is set out in detail in the policy with an emphasis on procedural fairness for both the complainant and the respondent. There is also a process for the university to initiate a complaint in certain circumstances.

d) 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:

Feedback continues to be solicited from members of the York community using the online form until July 16, 2021. All comments will be given careful consideration and a summary in chart format will be prepared and posted on the [Presidential Regulation Regarding Student Organizations website](#).



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:

Following the successful launch of the workshops at Inclusion Days 2021 in March, both workshops - Dialogue Across Difference and Allyship and Inclusion have been embedded into ongoing educational programming for the York community. The [Centre for Human Rights Equity and Inclusion \(REI\)](#) integrated the Allyship and Inclusion workshop into its [REDI series](#), while the [Centre for Student Community and Leadership Development \(SCLD\)](#) has confirmed plans to implement an abridged Dialogue Across Difference workshop for all Orientation Leaders and first year students through its Orientation Week programming.

The next phase complements these high impact workshops with a series of resources focused on planning and hosting successful events and tools that support freedom of expression with attention to impact. Four key initiatives, a collaborative effort between REI and SCLD, anchor this phase:

- a) An event resource website offering guiding questions, leading practices, and links to existing resources (i.e., [Safer Spaces Toolkit](#), and [Inclusion Lens: Event Management Tool](#)).
- b) An accompanying interactive training module focuses on hosting successful events, offering conflict resolution scenarios, and outlining rights, roles, and responsibilities under various policies.
- c) The “Event Index” tool to support the event planning process with insight into leading practices in accessibility, inclusivity, and risk management.
- d) A Freedom of Expression Guide that serves as a primer on balancing freedom of expression with individual and community impact, thus advancing the values of York University.

All four initiatives are currently in consultation with key student and staff groups with a targeted launch in September 2021.

NEXT STEPS

For the next quarter (Q5 – July – September 2021), the Implementation Group will be focused on the following:

- **POLICY CONSULTATION, DRAFTING AND APPROVAL** – final drafts TUUS Policy
- **PRESIDENTIAL REGULATION NUMBER 4** – The Division of Students will provide an update and the summary chart of the comments received
- **EDUCATION INITIATIVES** – updates to and the launch of education workshops and initiatives
- **REVIEW** – reviewing progress to date and reporting timelines moving forward.

