

# Initiative on Open and Respectful Dialogue

IMPLEMENTATION GROUP  
Q5 REPORT

SEPTEMBER 30, 2021





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## 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 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 [fourth quarterly report](#) (June 2021) continued to update the community on policy reviews and education initiatives.

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

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## IMPLEMENTATION – HIGHLIGHTS (Q5)

During the fifth quarter (ending September 2021) the Implementation Group focused on the following:

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### 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 staff have begun training on the revised Standard Operating Procedures (SOP). This training will continue until all staff have been trained and are familiar with the SOP.**

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## 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, draft amendments and implement the following policies/procedures/guidelines:

- Temporary Use of University Space Policy and Procedures

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### a) Postering Guidelines

#### Recommendation:

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

### > Action:

Implementation of the Policy has begun including the procurement of new notice boards and consideration of alternate digital media platforms for advertising and will continue as in-person attendance on campus increases.

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### 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:**

With additional feedback the policy and procedures continued to be reviewed and revised. It is anticipated a final draft will be provided to the Vice President Finance and Administration for review by end of December 2021 (Q6).

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**c) 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 was received from members of the York community using the online form. All comments are being given careful consideration and a summary chart with the University's response is expected to be posted on the Presidential Regulation Regarding Student Organizations website during the winter 2022 term



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## 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:

The educational initiatives outlined in the Q4 report were completed and launched during this quarter. Designed to specifically support registered student organizations, the Freedom of Expression Guide for Events allows student event planners to better understand freedom of speech and expression at York University: what it is, what its limits are, and considerations for promising practices for a safe and accessible event experience. This guide walks students through 4 key areas:

- **Defining Freedom of Speech (Expression) at York University**
- **Limitations to Freedom of Expression at York University**
- **Offensive and Controversial Expression: the right to express, not to listen, and protest**
- **Prioritizing Well-being: Campus and Community Resources**

The Student Engagement team also launched an Events Resource Website for registered student organizations including two key new resources: the Event Index and Planning Guide, downloadable as a working Microsoft Excel file under Checklists and Toolkits, and a guide that supports student organizations in their potential planning of a protest or demonstration. This critical resource emphasizes personal and community safety when planning student organization events, highlights leading practices, facilitates reflection on different forms of protest, and outlines the limits regarding freedom of expression at York University.

These resources were developed collaboratively by the Centre for Student Community & Leadership Development (SCLD) and the Centre for Human Rights, Equity, and Inclusion (CHREI), and were

favourably received in consultations with various student and staff stakeholders, including TUUS, Community Safety, the Office of Student Community Relations, and Risk Management.

Next steps include the development of interactive workshops using case studies. These case studies take an in-depth exploration of the principles of Freedom of Expression at York University with careful consideration of individual and community impact surrounding offensive expression. The case studies will be tested in consultation with students, student organizations, and the Student Representative Roundtable before being integrated into workshop curriculum as a pedagogical tool.

Finally, efforts are being made to implement a communications plan with the development of a media toolkit that will primarily serve as an awareness campaign to promote both the key principles and basic parameters of the newly launched resources.

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## NEXT STEPS

For the next quarter (Q6 – October to December 2021), the Implementation Group will be focused on the following:

- **POLICY CONSULTATION, DRAFTING AND APPROVAL** – final draft TUUS Policy and Procedure to the VPFA
- **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