



# Initiative on Open and Respectful Dialogue

IMPLEMENTATION GROUP  
Q6 REPORT

DECEMBER 31, 2021

YORK 



---

## 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 [fifth quarterly report](#) (September 2021) provided updates on the education initiatives, the progress of Presidential Regulation 4 and policy revisions.

The report that follows is the sixth quarterly report, ending December 31, 2021. The next report will be on activities to the end of March 2022.

---

## IMPLEMENTATION – HIGHLIGHTS (Q6)

During the sixth quarter (ending December 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

**This training of Community Safety staff on the new SOP continues.**

---

## 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

---

### a) Postering Guidelines

#### Recommendation:

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

### > Action:

Review and consideration of alternate digital media platforms for advertising continues.

---

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

There are several recommendations focused on amendments to the TUUS Policy and Procedures. The recommendations have been grouped together and illustrate a 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:**

A final draft of the revised policy and procedure was reviewed by the Vice-President Finance and Administration (VPFA) in December 2021. The VPFA will review the draft documents with the President, for approval, in January 2022. Once approved, documents will be posted online for community use.

---

### **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:**

Comments received from members of the York community through the online form continue to be given careful consideration. A summary chart of key themes along with the University's response will be posted on Vice Provost, Students website (<https://vp.students.yorku.ca/presidential-regulation-four>) early 2022



---

## 3. Education Initiatives

There are several recommendations that call upon York University to develop education initiatives for students, student organizations and other community members.

### 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 collaboration, the Centre for Student Community & Leadership Development (SCLD), the Centre for Human Rights, Equity, and Inclusion (CHREI), and the Vice-Provost Students (VPS) communications team developed four new videos to outline the key principles and basic parameters of freedom of expression at student organization events. These quick one-minute visual primers (links below) have been added to the Guide to Freedom of Expression for Student Organization Events and will be used as introductory tools during future workshops and student leader training.

- [What You Need to Know About Freedom of Expression for Your Event](#)
- [Understanding the Limitations to Freedom Expression at York University](#)
- [Offensive and Controversial Expression](#)
- [The Right to Protest and the Limitations](#)

In November 2021, SCLD and CHREI tested and launched a newly developed interactive case study, an in-depth exploration of community impact, proactive event planning, and considerations surrounding offensive expression at events. The case study was tested in consultation with student leaders from the Social Association at York University (SAYU), and the Student Representative Roundtable (SRR). This case study will continue to be used as a pedagogical tool at future workshops and student leader development opportunities and is planned to be the culminating activity of the Equity, Diversity, and Inclusion stream of the SPARK: Winter Leadership Summit in February 2022.

Next steps include implementation of a communications plan developed in partnership with VPS communications to promote the variety of new student event training and planning resources, aligning

with the return to campus activities plan. Through this strategic communications plan, the developed workshops, freedom of expression videos, and event resources will be promoted directly to student organizations, staff and faculty, and the general York University community. Communications will focus on how these tools can be used to support student organization programming in Winter 2022, and the required training for all student organization leaders as part of their registration process with the University.

---

## NEXT STEPS

For the next quarter (Q7 – January to March 2022), the Implementation Group will be focused on the following:

- **POLICY CONSULTATION, DRAFTING AND APPROVAL** – TUUS Policy reviewed by President and posted to website for use by York Community
- **PRESIDENTIAL REGULATION NUMBER 4** – The Division of Students will provide an update and the summary chart of the comments received by theme and the University’s response
- **EDUCATION INITIATIVES** – implementation of communication plan to all students regarding the developed workshops, videos and event resources
- **TRANSITIONING** the work to normal operations and closing the work of the Implementation group with a final report