

Initiative on Open and Respectful Dialogue

IMPLEMENTATION GROUP
Q7 REPORT

MARCH 31, 2022





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

The report that follows is the seventh quarterly report, ending March 31, 2022. The next report will be the final report of the Working Group.

IMPLEMENTATION – HIGHLIGHTS (Q7)

During the seventh quarter (ending March 31, 2022) the Implementation Group focused on the following:

1. 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

a) 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 guideline was reviewed by the Vice-President Finance and Administration. A Final Draft of the policy was provided to the President for review and was provided to the Board of Governors for their review and approval at the upcoming June 2022 meeting.

b) 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

Regulation Regarding Student Organizations (previously referred to as Presidential Regulation 4) was brought to the Board of Governors for review and approval at the March 1, 2022, board meeting. Included in the material prepared for the Board is a chart that summarizes the Stakeholder Feedback key themes and the University's response. The chart can be found at [Appendix "C" \(pg 10\)](#)

Essential to this new regulation are the six fundamental principles that govern the relationship between the University and the Student Organization. To have privileges extended by the University all student organizations must adhere to these six fundamental principles: Open, Accessible, Democratic, Non- Discriminatory, Legally Responsible, and Financially Responsible. A fuller explanation of these characteristic concepts can be found in Appendix D of the [Regulation Regarding Student Organizations](#)

Upon review the Board [passed](#) the Regulation Regarding Student Organizations which is to take affect January 1, 2023.



2. 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 February 2022, the Centre for Student Community & Leadership Development (SCLD) and the Centre for Human Rights, Equity, and Inclusion (CHREI) delivered the freedom of expression event case study as the culminating activity of the [SPARK: Winter Leadership Summit](#) for student leaders. In March 2022, a new Freedom of Expression workshop was offered as part of the CHREI's Respect, Equity, Diversity & Inclusion (REDI) series, open to all members of the York community. This workshop deepens understanding of freedom of expression by exploring national, provincial, and institutional parameters and limitations, and concludes with a second case study scenario where participants, through a variety of considerations (e.g., university values, commitments to Truth and Reconciliation, campus safety, etc.), discuss the potential personal and campus community impacts that are present at harmful events.

The Student Engagement Team and Division of Students Communications staff promoted new student event resources aligning with the return to campus activities plan. An awareness campaign that will provide student organizations an overview and access to event planning and freedom of expression resources is scheduled to launch late April 2022. In partnership with Glendon's translation team, the [Event Resource website](#), Freedom of Expression Video Series, [Freedom of Expression for Student Organization Events website](#), and an enhanced visual guide to freedom of expression for student organization events have been translated to French and are set to be available early May 2022.

A multi-year calendar outlining the schedule of workshops, case studies, communication campaigns, assessment, and review period for all event and freedom of expression resources over the next 3 years

will be shared with the York community. A comprehensive list outlining how student organizations can benefit from resources at annual trainings, will also be shared with the student community.

SCLD and CHREI's partnership in developing educational resources for student organizations includes developing new education and compliance resources to support student organizations in their understanding and preparation for the [Regulation Regarding Student Organizations](#), slated to come into effect January 2023.

NEXT STEPS

The next report will be the Final Report as the Working Group concludes its mandate and implementation of the recommendation's transitions to the normal operation of the university.