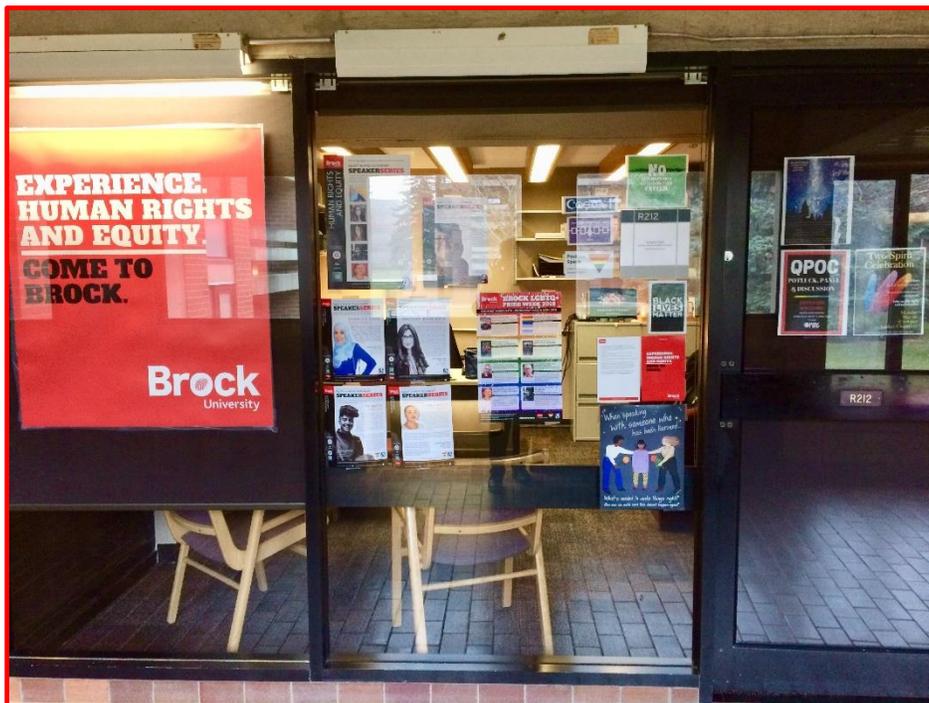




Brock University  
Human Rights and Equity Office  
Annual Report 2017-18



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## Update from Senior Leadership



The Brock University Human Rights & Equity (HRE) Office is pleased to share its 2017-18 Annual Report, which highlights its activities during the past academic year and outlines some of the successes and challenges of creating a welcoming and inclusive community on the Brock University campus.

We have taken significant strides in making our services accessible to members of the campus community and have started to implement many of the recommendations of the Human Rights Task Force Report, which outlined several initiatives to cultivate a climate of respect at Brock.

Our Equity Program has initiated a Speaker Series on human rights education to bring greater awareness to equity and inclusion, and to engage members of the campus community in a broader dialogue on equity issues on campus. Our Human Rights Program offers a means to address human rights concerns and engage in confidential resolution of disputes. Our Accessibility Program works with the campus community to identify and remove barriers to participation, particularly among persons with disabilities.

We also facilitated the launch of the President's Advisory Committee on Human Rights, Equity and Decolonization (PACHRED), which aims to provide advice and observations to the President on the planning and development of programs related to building an inclusive community. It also provides a forum for discussion, reflection and learning on issues of inclusion, equity and community-building and, is intended to create spaces for respectful discussion and debate on important social issues.

HRE has made significant strides in streamlining policies and procedures. In 2017 the University underwent a review of its human rights policies and processes, culminating in a significant update of the Accessibility Policy and the Employment Equity Policy, which were approved by the Board of Trustees earlier this year. We also initiated some process changes to the Sexual Assault and Harassment Policy to offer mechanisms of redress to Survivors of Sexual Violence. HRE has also initiated a formal review of the Respectful Work and Learning Environment Policy and will engage in a broad consultation with members of the University community over the coming year.

Our activities to date have allowed us to offer subject matter expertise on human rights, accessibility and equity issues. We look forward to continuing to work with our various campus partners to ensure that Brock University builds and maintains a climate of respect and inclusion for all campus participants.

A handwritten signature in black ink, appearing to read 'Milé Komlen'.

**Milé Komlen, Acting Senior Advisor**

## Office Mandate

The HRE Office is a neutral, impartial office of the University that is responsible for administering various human rights policies and programs. HRE's mandate is primarily derived through its application and interpretation of the Respectful Work and Learning Environment Policy (RWLEP) and the Sexual Assault and Harassment Policy (SAHP). HRE is also responsible for administering the University's Accessibility Policy and provides guidance on the application of the Employment Equity Policy.

The role and mandate of the HRE Office are derived through the policy frameworks it administers, such as the RWLEP, which states the following in section 25 of the Procedures portion:

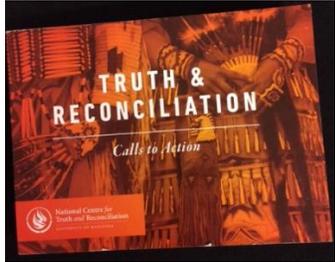
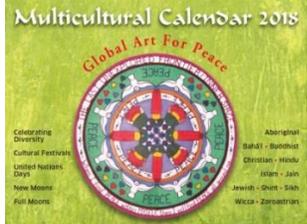
**25.** ...[T]he University has created the [Human Rights and Equity (HRE)] Office... The staff of [HRE] ... act outside official reporting lines and treat all contacts with confidentiality (unless members of our community are at serious risk or legal obligations require disclosure of information). The role of [HRE] is to:

- Offer a "listening ear" to complainants,
- Offer support, guidance and advice to the complainant as to whether the alleged behaviour falls within this policy,
- Provide measures and procedures for Brock workers to report incidents or complaints of workplace harassment to a person other than the employer, or the supervisor, if the supervisor is the alleged harasser;
- Outline and advise the complainant on options for resolving the problem, including personal resolution, informal resolution using alternative dispute resolution measures, or pursuing more formal resolution,
- Assist the parties to informally resolve matters, as required,
- Ensure that incidents and complaints of workplace harassment are investigated in a manner that is appropriate to the circumstances, in accordance with applicable collective agreements and other contractual obligations, and coordinate the investigation process in a consistent, timely and fair manner,
- Communicate the results of any investigation under this policy to complainants and respondents and, where the complainant and respondent are Brock workers, inform both the complainant and respondent

Similarly, section 8.2 of the SAHP states that "HRE is responsible for the administration and application of this Policy."

Within the context of this policy framework, HRE provides a variety of services to the University community to ensure that Brock University and all members of the University community share the responsibility of establishing and maintaining a climate of respect.

## Timeline of Key Items in 2017-18

<p>May 2017</p>	<ul style="list-style-type: none"> <li>• Milé Komlen appointed as Acting Senior Advisor to HRE</li> <li>• Board of Directors approves recommendations in Human Rights Task Force report</li> </ul>
<p>June 2017</p> 	<ul style="list-style-type: none"> <li>• LGBTQ+ Rainbow Flag Raising as part of Niagara Pride</li> <li>• Memo on Gender Designations on University Forms</li> </ul>
<p>August 2017</p>	<ul style="list-style-type: none"> <li>• Sexual Assault and Sexual Harassment Prevention Education including O-Week Training for Residence Dons/Staff, BUSU Volunteers, BUSU Staff, CSS</li> <li>• Michelle Poirier appointed as Advisor to HRE</li> </ul>
<p>September 2017</p> 	<ul style="list-style-type: none"> <li>• Sexual Assault and Sexual Harassment Prevention Education initiatives including: O-Week Consent Speaker, Mocktails Safe Partying Event, Residence Services Tabling Event, Bystander Pilots with SWAC and SLCE, and Take Back the Night</li> <li>• First meeting of the Two-Row Council, HRE support</li> <li>• HRE promotes Orange Shirt Day and purchases and distributes nearly 100 booklets containing the Truth &amp; Reconciliation Calls to Action across campus</li> </ul>
<p>October 2017</p>	<ul style="list-style-type: none"> <li>• Human Rights and PACHRED Transitional Committee begins meeting</li> </ul>
<p>November 2017</p>	<ul style="list-style-type: none"> <li>• Outreach at Brock Fall Open House</li> </ul>
<p>December 2017</p> 	<ul style="list-style-type: none"> <li>• International Day of Persons with Disabilities Roméo Dallaire Event</li> <li>• December 6<sup>th</sup> National Day of Remembrance and Action on Violence Against Women event co-sponsor</li> <li>• Multi-Cultural Calendars mailed to departments across campus</li> <li>• Accessibility Compliance Report filed with the Accessibility Directorate</li> </ul>

<p>January 2018</p>	<ul style="list-style-type: none"> <li>• HRE initiates committee on Fitness to Study / Mandatory Leave policy</li> <li>• Office Renovation – addition of a confidential meeting space</li> </ul>
<p>February 2018</p> 	<ul style="list-style-type: none"> <li>• African Heritage Month / Black History Month Launch Event co-sponsor</li> <li>• Sexual Assault and Sexual Harassment Climate Survey Launch</li> <li>• Pink Shirt Day Anti-Bullying and Harassment Day of Awareness partner with OSSTF District 35</li> </ul>
<p>March 2018</p> 	<ul style="list-style-type: none"> <li>• Accessibility Policy, Employment Equity Policy and Sexual Assault and Sexual Harassment Policy revisions all approved by Brock Board of Directors</li> <li>• Equity in Post-Secondary Speakers Series featuring 5 free guest speakers to campus</li> <li>• Sexual Assault Sexual Harassment Prevention Education campaign for St. Patrick's Day</li> <li>• International Women's Day, Missing and Murdered Indigenous Women Event partnership with community groups on campus</li> <li>• International Day for Elimination of Racial Discrimination: President's Office announces Racial Justice Coordinator and PACHRED</li> <li>• Brock LGBTQ+ Pride Week featuring 8 events in collaboration with partners across campus</li> </ul>
<p>April 2018</p> 	<ul style="list-style-type: none"> <li>• Outreach at Brock Spring Open House</li> <li>• HRE receives funding for All-Genders Washrooms and Trans-Inclusion Summer Students</li> <li>• HRE initiates conversation on Smudging Policy with community stakeholders</li> </ul>

## AODA Compliance and Accessibility Report



Programming related to Accessibility is handled within the HRE Office by Christopher Lytle, Brock University's Accessibility (AODA) Coordinator.

The Accessibility for Ontarians with Disabilities Act (AODA) was passed into law in 2005 and it required organizations (such as universities) to achieve accessibility for Ontarians with disabilities on or before January 1, 2025, through the development, implementation and enforcement of various accessibility standards.

As of July 1, 2016, a Customer Service Standard was incorporated into the legislation's Integrated Accessibility Standards Regulation (IASR). The AODA and its standards apply to Brock University; compliance with AODA regulations is a shared responsibility among all academic and administrative areas. The regulations with which the University is required to comply are:

- Ontario Regulation 191/11- Integrated Accessibility Standards Regulation ("IASR"), which includes standards in the areas of information and communications, employment, transportation, the design of public spaces and customer service.
- Ontario Regulation 368/13 - Amendment to Building Code Accessibility Requirements

Brock University filed its Accessibility Compliance Report with the Accessibility Directorate in December 2017, reporting on the implementation of ongoing requirements under the IASR until the end of 2017. The next report is due on or before December 31st, 2020.

### Implementation

As required under the IASR, Brock University prepared a multi-year accessibility plan (MYAP) that has been updated to include sections that pertain to the design of public spaces as the University moves towards 2025. The MYAP outlines the University's strategy to prevent and remove barriers and meet the requirements of the AODA and the IASR. The following status report prepared by the University Accessibility (AODA) Coordinator outlines our progress to implement the accessibility plan that includes accomplishments over the past year.

### Accessibility Review

In 2017, a new review process was launched in conjunction with the HRE Office and Ancillary Services to evaluate the physical experience of navigating the University and its systems to ensure that barriers continue to be removed for the community's benefit. Student Employees were trained to conduct an environmental accessibility analysis of every public space within the campus in order to create recommendations on transitions to and from buildings, walk ways, corridors and every path of travel. This review system continues to guide the University in making improvements as part of its mission to provide an accessible environment.

## Marketing and Communications

The Marketing and Communications Department has undertaken to redesign all public-facing content on Brock University's Web Sites and replace it with accessible versions, frames and templates, having been rebuilt with accessibility as a core principle. The University's migration from WordPress to Drupal represents a large commitment to providing accessibility for people who want to learn, work and lead and it puts the University in compliance with present WCAG, 2.0 Requirements as stated in Section 14 of the IASR, as well as being tracked to comply with further requirements through to 2025.

## Design of Public Spaces

Brock University has undertaken two large capital projects to expand the Goodman School of Business and to rebuild its main pedestrian entrance, a project called the Brock Linc. Both projects were undertaken using the Brock Facility Accessibility Design Standards (FADS) to achieve designs that are functional, innovative and accessible. Full information on both projects can viewed at the Facilities Management Major Projects web site.

Feedback on accessibility at Brock can be delivered through a number of ways. If you have feedback that you would like to share a list of methods can be found on our [Provide Feedback](#) page.

## Sexual Violence Support and Education Coordinator Resource Report



Programming specific to Sexual Violence support and prevention is overseen in the HRE Office by Allison Cadwallader, Brock University's premiere Sexual Violence Support and Education Coordinator.

Allison's primary role is supporting Survivors of Sexual Violence, as provided for in the Sexual Assault and Harassment Policy (SAHP). Cases are managed through seeking appropriate and reasonable academic and workplace accommodations, referring to campus and community services, and supporting individuals through investigations and trials. Allison's approach is framed by a Survivor-driven process that seeks to instill power and agency in Survivors who have experienced an attack of their bodily and/or psychological integrity. The process is not prescriptive, and allows space for Survivors to define justice and recovery on their own terms.

Since the program's inception in Fall, 2016, the case load of Survivors seeking support has more than doubled. The increase in support is considered to be positive; Survivors are feeling heard, and are trusting a process that has been absent at most post-secondary institutions until recent years.

Brock students were recently asked to take part in *Student Voices on Sexual Violence*, a campus climate survey mandated by the Ministry of Advanced Education and Skills Development. Leading a team of dedicated administrators and staff, Allison's programming sought to gain further clarity on the types or Sexual Violence that students were experiencing, what sorts of services they were seeking, and the barriers to campus and community resources. The survey has since been completed, and the team will be expecting results to be delivered in the fall of 2018.

## Human Rights Complaints Report



Complaints of discrimination, harassment and bullying are administered by the Human Rights Program under the oversight of Michelle Poirier, Advisor on Human Rights & Equity.

The Human Rights Program addresses discrimination, harassment and sexual harassment complaints. Our processes are complainant-driven, confidential and available to all members of the Brock community. As a neutral office, HRE maintains a duty of fairness to all parties involved in the complaint process and provides a safe space for disclosure.

The intake and complaint resolution processes are open to complaints under the Respectful Work and Learning Environment Policy (RWLEP) and the Sexual Assault and Harassment Policy (SAHP). Although the data presented below only includes the HRE caseload under both policies, it is anticipated that HRE will have an expanded role in reporting all cases of discrimination, harassment and sexual harassment across the University system.

The Human Rights Program is often engaged in the informal resolution of complaints between parties with a view to resolving matters informally. In cases where matters cannot be resolved through informal processes, the matter may be referred to formal processes such as an investigation. Alternatively, complainants may choose to bring their concerns to the Ontario Human Rights Tribunal or other forums.

Where appropriate, HRE occasionally works in collaboration with other offices of the University to provide guidance and support to participants in broad-based dispute resolution efforts. The objective is to provide a wide variety of options to participants in resolving disputes at the informal stage, rather than proceeding with more formal mechanisms.

### Human Rights Cases - Complaints and Consultations

The Program maintains numerical data on the cases it handles each year. A case may consist of a consultation or a complaint. A consultation may involve a simple request or inquiry about procedural or substantive human rights issues, or may require a detailed analysis of a particular issue with a view to providing guidance and advice to members of the University community. A complaint may involve a verbal or written complaint regarding allegations that the University's human rights policies have been violated.

The HRE Office handled a total of 280 cases this year, consisting of 186 consultations and 94 concerns or complaints, as particularized below.

The Office engaged in 186 consultations – this is when advice is given on a matter that falls outside the scope of a personal, informal or formal resolution.

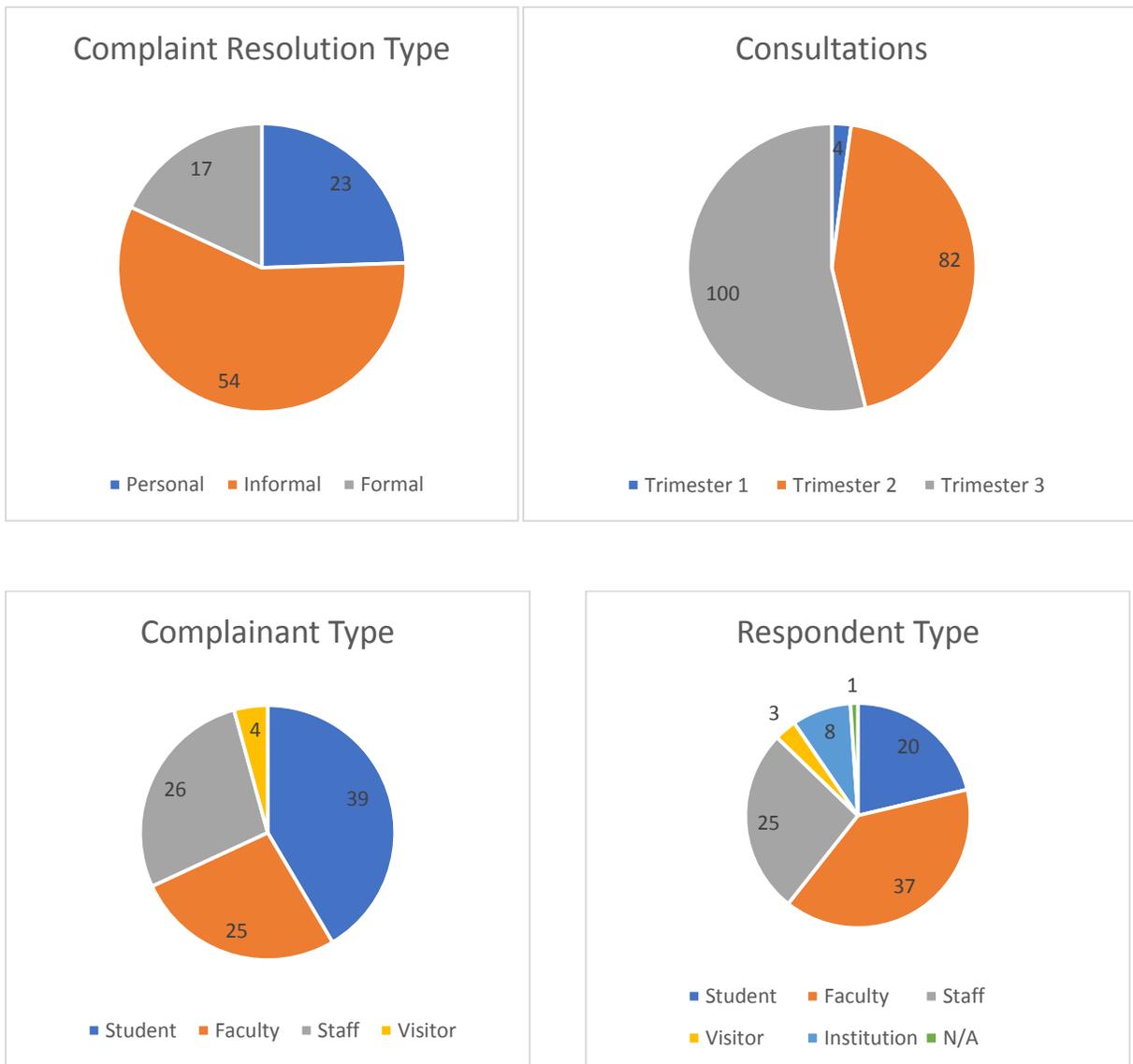
The Office also received 94 complaints between May 1, 2017 – April 30, 2018. Of these concerns and complaints, 23 were resolved, or are being resolved through Personal Resolution (confidential contact with HRE for advice in resolving a complaint under the RWLEP); 54 were resolved, or are currently being

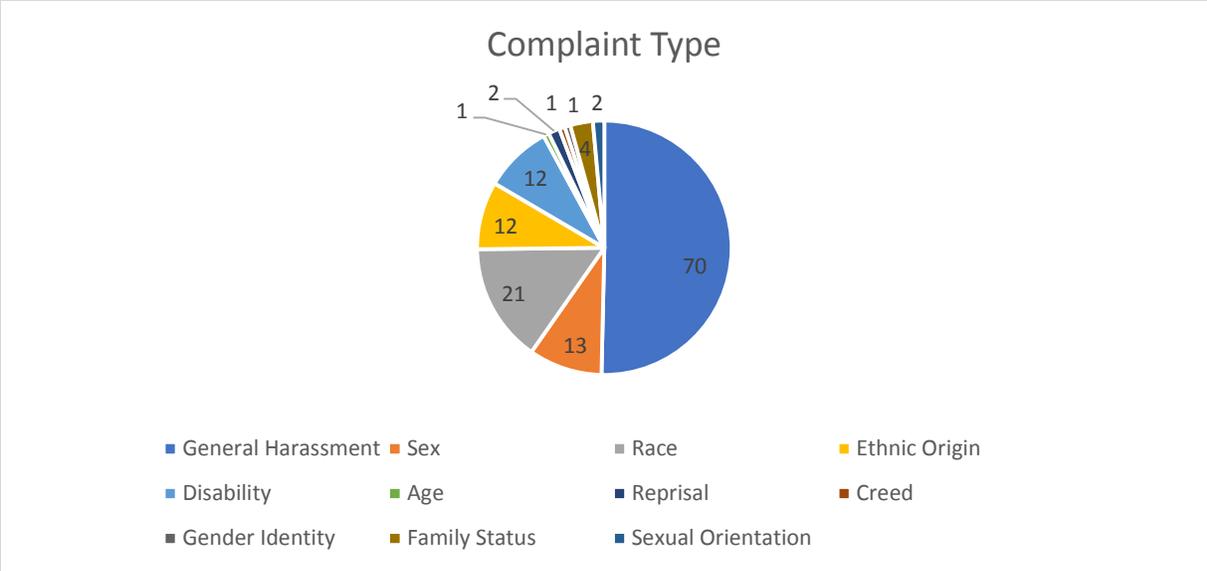
resolved, through an informal process (mediation, accommodation, or an apology); and 17 through a formal process (investigation for a determination).

Figure 1 provides the number of complaints and consultations that were handled through our Office. There was a total of 23 personal complaints, 54 informal complaints, and 17 formal complaint, resulting in a total caseload of 94 cases.

Of the 94 cases that the Program handled this year, none of them were referred to or initiated at an external complaint stage, such as at the Ontario Human Rights Tribunal. Three complaints, which had not been previously handled by the Program, were resolved at the Ontario Human Rights Tribunal.

The charts below do not reflect another area of inquiry into generalized complaints, known as “Preliminary Assessments” and “Climate Reviews”. The HRE Office is currently conducting five of these assessments/reviews, but they are not accurately captured in the figures below due to their broader scope.





\*Note complaints may include allegations of multiple types of harassment or discrimination.

### Community Building and Awareness Raising Events

The Human Rights and Equity Office, in partnership with diverse Brock University Departments and Student Groups, demonstrated leadership in the following equity programming initiatives:

1. No Zebras Bystander Intervention
2. International Day of Persons with Disabilities: Honourable Roméo Dallaire
3. International Women’s Day: Missing and Murdered Indigenous Women
4. Equity in Post-Secondary Speakers Series
5. Brock University LGBTQ+ Pride Week

With these events, HRE strengthened partnerships with groups on campus including: Aboriginal Student Services, African Heritage Month Planning Group, Brock International, Brock Pride, BUSU Advocacy, Faith and Life Centre, Graduate Student Association, Indigenous Solidarity Group (CUPE 4207), Queer People of Color Group (OPRIG), Residence Life, Student Justice Centre (BUSU), and Women and Gender Studies department.

These events in total drew approximately **1,350 participants** including members from historically marginalized student groups on campus, members from Senior Management and members from the greater Niagara Region including Niagara College and local Non-Profits.

### Media Reach

In total **2,250 posters** were printed and circulated across campus and Brock News profiled each event as a Top Story on their online publication. Facebook posts reached **2,116 people** in the winter term, and on Twitter we made **47,900 impressions** and 299 people visited our profile. We currently have **221 followers** to our Twitter account.

## Profile of Events

	<p><b>No Zebras – O-Week</b></p> <p>No Zebras is a traveling group of performers who present skits and videos on bystander intervention as it relates to sexual violence in a university setting. No Zebras joined the O-Week line up and gave two presentations to first-year Residence students, and first-year athletes. Each group was given a chance to talk through scenarios and intervention strategies premised on the motto of “no zebras”; or no one left behind.</p>
<p>Join Brock University as it celebrates  <b>International Day of Persons with Disabilities</b>      Transformation towards sustainable and resilient society for all</p> <p>FEATURING  <b>Lieutenant General, The Honorable Roméo Dallaire (Ret'd)</b>      December 1, 2017 • 6:30 pm • Sean O'Sullivan Theatre</p>  <p>General Dallaire will be speaking to the Brock Community about his struggle with post-traumatic stress disorder (PTSD) as a result of his witnessing the Rwandan genocide in 1994 and the importance of working towards inclusion in today's society. The theme of the 2017 event is The International Day of Persons with Disabilities represents an opportunity to reflect upon our victories and also challenges in our goal of creating a society that respects diversity and actively works towards inclusion.</p> <p>For more information or if you are interested in registering for the event, please go to <a href="http://brocku.ca/accessibility">brocku.ca/accessibility</a></p> 	<p>December 1<sup>st</sup>, 2017</p> <p><b>International Day of Persons with Disabilities</b></p> <p>Brock University was proud to host Lieutenant General, the Honorable Roméo Dallaire as the keynote speaker for the International Day of Persons with Disabilities. His engagement with Brock University and his discussion regarding the inclusion of people with invisible disabilities signifies a commitment to creating an inclusive University for everybody.</p>
 <p>INTERNATIONAL WOMEN'S DAY      MARCH 8, 2018  <b>THE RED DRESS PROJECT</b>      A DAY TO RAISE AWARENESS AND HONOUR MISSING AND MURDERED INDIGENOUS WOMEN IN CANADA      03.08.2018   4-6 PM   AS 215      Panel of Guest Speakers, including Dr. Robyn Bourgeois      Refreshments Provided      All Are Welcome</p> <p>All Day Events Around Campus Include: The Round Dance Participatory Performance, Life-Size Poster Display and The Red Dress Project Art Installation</p> <p>For more information please visit @WGSTBrockU on Facebook and Twitter. To request accommodation please contact <a href="mailto:humanrights@brocku.ca">humanrights@brocku.ca</a> or 905.688.5550 x.6859</p> <p><small>This event is organized in partnership with Aboriginal Student Services, BUISJ Student Justice Centre, Human Rights and Social Justice Centre, Public Interest Research Group and Centre for Women and Gender Studies. Funding generously support from Centre for Women and Gender Studies, Graduate Student Association, Ontario Public Interest Research Group, OCEIT Centre for Brock University, Support Staff, Social Justice and Equity Studies, Student Life, Treatment Centre for Aboriginal Research and Education, Vice-Provost Teaching, Learning &amp; Student Success, Indigenous Student Centre, Brock Aboriginal Education Centre and to the Local 4201.</small></p> 	<p>March 8<sup>th</sup>, 2018</p> <p><b>International Women's Day</b></p> <p><b>Missing and Murdered Indigenous Women</b></p> <p>HRE was a member of a collaborative planning committee who commemorated International Women's Day by honoring Missing and Murdered Indigenous Women and Children. Events included a keynote presentation by Dr. Robyn Bourgeois, a round dance in Guernsey Market, an art installation of red outfits across campus and a life-size portrait display of Indigenous women who have been murdered or who are missing.</p>

**Brock University**

The Human Rights and Equity office is proud to announce

## EQUITY IN POST-SECONDARY SPEAKERS SERIES

The Equity in Post-Secondary Speakers Series features guest lecturers who inspire solutions to prioritize inclusion on university campuses. All events are free and open to the public. Refreshments are provided. Students registered with ExperienceBU receive credit on the Campus-Wide Co-Curriculum Diversity & Inclusion domain.



**KHADIJEH RAKIE**  
*At the Intersections of Race/Gender/Faith: The Challenges of Challenging Islamophobia*  
**THURSDAY MARCH 1ST, 2018, 5 – 7 PM**  
 Student Union Centre, 305 J. Sprott Lounge (aka Isaac's Bar & Grill)



**ANUSHAY IRFAN KHAN**  
*Tales of a Transnational Woman of Color: Race, Racism and Resistance in Higher Education*  
**FRIDAY MARCH 9TH, 2018, 11 – 3 PM**  
 Coe-146-3, International Centre, Room 207



**STEPHANIE MORNINGSTAR**  
*Bridging Western & Indigenous Knowledges: Culturally Safe Ethnobotany*  
**THURSDAY, MARCH 22, 2018, 1 – 3 PM**  
 Thistle Complex, Room 47



**TAI JACOB**  
*Gender Blender: Discussing Trans Inclusion in the Academy*  
**WEDNESDAY, MARCH 28, 2018, 5 – 7 PM**  
 Thistle Complex, Laben, Justice Centre, Room 252



**CARLY BOYCE**  
*Suicide Intervention for Weirdos, Freaks, and Queers*  
**WEDNESDAY, MARCH 28, 2018, 1PM – 4 PM**  
 Also Early Residence Program lounge  
 This participatory workshop is for those who are interested in learning more about mental health and suicide prevention. To register email: human@brocku.ca

The Speakers Series is in partnership with:



For more information on these events or for accommodation requests please contact: Brock at Brock at 905-688-2555 or 905-688-2555 for campuswide accessibility or click on the links below: [Facebook](#) [Twitter](#) [Instagram](#) [LinkedIn](#) [YouTube](#) [Vimeo](#) [SoundCloud](#) [Brock University](#) [Brock University](#)



March 1<sup>st</sup> – March 28<sup>th</sup>, 2018

### Equity in Post-Secondary Speaker Series

The Equity in Post-Secondary Speakers Series featured guest lecturers who inspire solutions to prioritize inclusion on university campuses.

**KHADIJEH RAKIE** At the Intersections of Race/Gender/Faith: The Challenges of Challenging Islamophobia

**ANUSHAY IRFAN KHAN** Tales of a Transnational Woman of Color: Race, Racism and Resistance in Higher Education

**STEPHANIE MORNINGSTAR** Bridging Western & Indigenous Knowledges: Culturally Safe Ethnobotany

**TAI JACOB** Gender Blender: Discussing Trans Inclusion in the Academy

**CARLY BOYCE** Suicide Prevention for Weirdos, Freaks and Queers

**Brock University**

## BROCK LGBTQ+ PRIDE WEEK 2018

SATURDAY MARCH 24TH - WEDNESDAY MARCH 28TH, 2018

**SATURDAY, MARCH 24<sup>th</sup>, 2018**  
 Brock Open 10:30 AM - 10:00 PM  
**Brock Pride presents... a Drag Show**  
**SKYBAR ALL AGES**  
 Join us for a night of drag, live music, and more fun. The show will feature a variety of drag queens and live music. Tickets are \$10. For more information, visit [http://www.brocku.ca/pride](#). We hope you will join us!

**MONDAY, MARCH 26<sup>th</sup>, 11:30AM - 1 PM**  
**LAUNCH OF PRIDE WEEK**  
**MARKET HALL THEATRE COMPLEX**  
 Join the Brock LGBTQ+ community for the launch of Pride Week with live music, food, and more. All are welcome to join!

**MONDAY, MARCH 26<sup>th</sup>, 6 - 8 PM**  
**TWO-SPIRIT CELEBRATION**  
**SANKEY CHAMBERS, MACHENIE CHOWANABOICE**  
 The Indigenous Society Coalition at Brock presents Two-Spirit Celebration. Host speakers will be: Jennifer Rogers, "Two-Spirit" members, and a special performance by the Indigenous Society Coalition.

**TUESDAY, MARCH 27<sup>th</sup>, 2018, 2 - 4 PM**  
**QPOC POTLUCK PANEL**  
**STUDENT JUSTICE CENTRE, THISTLE ROOM 252**  
 Join the Queer "Neo" Co-Op group for a potluck and panel discussion. The event is open to everyone who would like to discuss the intersection of race, gender, and class in the workplace. To register, email: [qpoctalk@brocku.ca](mailto:qpoctalk@brocku.ca).

**TUESDAY, MARCH 27<sup>th</sup>, 2018, 11 AM - 12 PM**  
**BUILDING A POSITIVE SPACE PROGRAM AT BROCK UNIVERSITY**  
**STUDENT JUSTICE CENTRE, THISTLE ROOM 252**  
 The Brock University Human Rights and Equity Office is proud to announce the launch of the Building a Positive Space Program. This program is designed to help create a more inclusive and supportive campus environment. To register, email: [human@brocku.ca](mailto:human@brocku.ca).

**TUESDAY, MARCH 27<sup>th</sup>, 2018, 5 - 8 PM**  
**HERSHEL RUSSELL**  
**GLSEN/IGS, INTERNATIONAL CENTRE, ROOM 110**  
 Hershel Russell is a professor in the Department of Psychology and the Executive Director of the GLSEN/IGS. He will be speaking about the importance of creating a safe and inclusive campus environment. To register, email: [human@brocku.ca](mailto:human@brocku.ca).

**WEDNESDAY, MARCH 28<sup>th</sup>, 2018, 1PM - 4 PM**  
**SUICIDE INTERVENTION FOR WEIRDOS, FREAKS, AND QUEERS**  
**ALAN EARLY RESIDENCE FIREPLACE LOUNGE**  
 This participatory workshop is for those who are interested in learning more about mental health and suicide prevention. To register email: [human@brocku.ca](mailto:human@brocku.ca).

**WEDNESDAY, MARCH 28<sup>th</sup>, 2018, 5 - 7 PM**  
**TAI JACOB**  
**GENDER BLENDER: DISCUSSING TRANS INCLUSION IN THE ACADEMY**  
**STUDENT JUSTICE CENTRE, THISTLE ROOM 252**  
 TAI JACOB will be discussing the challenges of trans inclusion in the academy. To register, email: [human@brocku.ca](mailto:human@brocku.ca).

For more information on these events or for accommodation requests please contact: Brock at Brock at 905-688-2555 or 905-688-2555 for campuswide accessibility or click on the links below: [Facebook](#) [Twitter](#) [Instagram](#) [LinkedIn](#) [YouTube](#) [SoundCloud](#) [Brock University](#) [Brock University](#)

#BrockUPride  

March 24<sup>th</sup> – March 28<sup>th</sup>, 2018

### Brock LGBTQ+ Pride Week

Brock LGBTQ+ Pride Week featured events hosted by a variety of groups on campus, including:

Brock Pride presents... a Drag Show  
 Brock Pride Week Launch Event  
 Two-Spirit Celebration  
 Building a Positive Space Program  
 Queer People of Color Potluck Panel  
 ... and more!

## Training Provided

The Human Rights and Equity office provides on-going training on topics related to improving accessibility and ending discrimination, harassment and sexual violence on campuses.

In 2017-18 we provided training on

- Disability and Diversity training – 250 first year students
- AODA, New Employee Orientations - 75 new employees
- Safe Disclosure Training - presented to Campus Security Services; Residence Dons and Residence staff; BUSU student staff and professional staff; Deans and Chairs; and all faculty and staff in the Faculty of Education.
- Alcohol and Consent – presented to BUSU student and professional staff, BUSU Union Station Staff, and to first-year students in course presentations

## Committees We Serve On

### Brock Committees

- Accessible Built Environment Committee
- Accessible Teaching and Learning Committee
- Advisory Committee on Space
- AODA Steering Committee
- Brock University Accessibility and Accommodations Committee
- Human Rights and PACHRED Transitional Committee
- Library Committee
- Research and Funding Sub-Committee of the Sexual Violence Prevention Committee
- Two-Row Council

### External Community Committees

- Advisory Committee for Responding to Disclosures of Sexual Violence Training (Centre of Research & Education on Violence Against Women and Children)
- Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE)
- Senior Equity Officers Resource Group (Ontario)
- Employment- Standard Development Committee Accessibility Directorate of Ontario
- Ontario University Sexual Violence Network

## HRE Professional Development

- Mental Health First Aid provided by the Mental Health Commission of Canada
- Trauma-Informed Interviews provided by You Have Options
- High Conflict in Groups: Issues, Processes and Practices, provided by Proactive Resolutions
- Bill 132: One year later – Rubin Thomlinson

## In Closing and Looking Ahead

The Human Rights and Equity Office continues to serve a crucial function to the University community in helping to address and resolve human rights matters, as well as advancing a welcoming and inclusive community through education and awareness initiatives.

Accessibility continues to be a prime focus as the University community strives to remove barriers to participation for persons with disabilities.

The adoption of several new policy instruments has helped to guide the mandate and work of HRE, with senior leadership and different offices sharing greater responsibility for addressing human rights concerns. With these programs and processes in place, it is anticipated that the University will take a more holistic approach to recognizing that discrimination and harassment affect everybody.

HRE continues to be involved in fostering campus-wide dialogues on global concerns through its Speakers Series and other commemorative events, which allow members of the campus community to engage in scholarly discourse on issues of common concern with a view to achieving a respectful campus climate. These efforts will help position Brock University as an institution truly committed to equity and inclusion.

With the ongoing collaborative partnerships that HRE engages in among many University constituencies, there is a continuation of the work of building an inclusive community and cultivating a climate of human rights. The commitment to building a truly inclusive campus is demonstrated by the active participation of the President's Advisory Committee on Human Rights, Equity and Decolonization, flowing from the recommendations of the Human Rights Task Force, where there is a strong passion among campus members for advancing equity and inclusion at Brock.



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