



Human Rights and Equity Annual Report

2018-2019

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Executive Summary

While this report covers the period 1 May 2018 through 30 April 2019, the dominant emphasis is on the eight months from September 2018, when Human Rights and Equity in its current configuration came into being.

From May 1 through September 5, 2018, HRE consisted of three overwhelmed staff - Interim Senior Advisor Milé Komlen, Human Rights Advisor Michelle Poirier, and Accessibility and AODA Advisor Chris Lytle. On September 5, Leela MadhavaRau began as Director, followed in quick succession by Sexual Violence Support and Education Advisor Larisa Fry and Anti-Racism and Human Rights Advisor Kattawe Henry.

Over the course of the next eight months, the team began its work to acquaint the campus with the full scope of what is possible with an active HRE office. It was now possible for the departmental areas to have specific foci - sexual violence support and education, anti-racism, anti-ableism, workshops on requested topics.

HRE has been able to promote its presence and services across the campus to all constituencies. Outreach was a major goal for the reconfigured HRE. Each department within HRE has contributed to this effort. Individual departmental reports provide a more complete overview of the work carried out.

Director's Message



I write this as a settler, immigrating to Turtle Island as a child. I recognize Brock University is built on indigenous territory, governed by multiple wampum covenants. Nearly a thousand years ago, indigenous people established a law of sharing - one dish, one spoon - and spoke of the need to avoid over-hunting and over-burdening Mother Earth. The idea of ecological balance was a norm for those who lived on this land for millennia.

One of Brock's areas of vision is reconciliation - and for that to happen - those of us who are settlers need to learn the history of this country and understand the meaning of land and earth. Whether we are personally responsible is not the point, we are a part of the journey going forward.

My family came to Niagara in the 1970's, looking to move beyond the racism we were encountering in England. When I left to do my undergraduate degree at McGill, I wasn't sure if I would ever return, except to visit my parents. Over the years, I kept in touch with what was happening at Brock and was delighted to see it becoming an institution to attend for students around Ontario, across the country and around the world.

My excitement at being selected as Brock's inaugural Director of Human Rights and Equity was matched only by my first meeting with President Gervan Fearon. In my 25+ years working in equity in the post-secondary sector, I have rarely heard such commitment to campus-wide inclusion from a president.

During the first eight months in my role, HRE has made great strides toward our eventual goal of fulfilling the priorities as set out in Brock's institutional strategic plan - with a particular focus in these first years on 1) fostering a culture of

inclusivity, accessibility, reconciliation and decolonization and 2) offering a transformational and accessible academic and university experience.

I am thankful to all who have welcomed me to Brock and spent many hours talking about their vision and how HRE can contribute to it. I look forward to working in partnership with the Brock and Niagara community as we fulfil the mandate of the Human Rights and Equity Office.

2018-2019 Objectives

2018-2019 was a transitional year for HRE - moving from a department able to do little more than maintenance work to one that could plan and set goals that were both realistic and idealistic.

The HRE Director came into the position four months into the year when certain projects were already underway and annual goal-setting already completed.

Many of the objectives were contained within the May 2017 Human Rights Task Force (HRTF) Report, *Pushing Onward*. Ensuring that progress has been made on every recommendation was an important goal for the year.

Several specific projects were already underway - the Trans-Inclusion Project, including a report on all-gender washrooms on campus, a summer series addressing indigenous issues, the move of HRE from DeCew to Mackenzie Chown E, and planning for an evening with #MeToo founder Tarana Burke.

Oversight for HRE moved to the President's Office and this new reporting relationship providing a strong foundation for HRE's activities during the year. At the start of the 2018-2019 year, HRE was providing operational data and metrics to both the Board of Trustees' Human Resources and Audit Committees.

Coming into the year, it was known building capacity to respond appropriately to workload requirements would be a necessity. Expectations were high across campus. The number of complaints being brought forward under RWLP and SAHP were escalating, including more that were complex and the result of historical issues.

Both the RWLEP and SAHP require updating. The former has been in place since 2004 and has not been fully evaluated for utility by complainants, respondents and as a complaint procedure. The SAHP has been in place only since 2016 (in compliance with provincial Bill 132, Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment), but it was already clear revision will be required.

Reorganization and department functionality were other areas for review in 2018-2019, including:

- a) Revision of the AODA Coordinator role to be reflect the adoption of a human rights lens on matters of disability and accessibility.
- b) Hiring of an Anti-Racism Advisor as recommended in the HRTF Report.
- c) Development of HRE budget for 2019-2020
- d) Assessment of HRE's role in support of the Ombuds Office
- e) Development of HRE Strategic Plan, to be completed after the University adopts its plan
- f) Ensuring campus-wide visibility for HRE

HRE Mandate and Vision

Vision (with thanks to the Ontario Human Rights Commission)

We envision a Brock community where everyone takes responsibility for promoting and protecting human rights; where everyone is valued and treated with dignity and respect; and, everyone's human rights are a lived reality.

Mandate

HRE fosters an intersectional and anti-oppressive culture of conscience at Brock and beyond. We guide collaborative transformation through capacity building and systemic change. Recognizing we are all on a path of learning, we engage in critical dialogue to strengthen individuals and our community. Our work challenges our colonial past to build intentional inclusion and equity for the next seven generations.

How Do We Accomplish This?

1. 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.
2. Working collaboratively across the University; transformational change cannot occur unless all participate.
3. Supporting and encouraging intentional pro-active measures - getting ahead of issues through discussion, education and changes to University culture.
4. Through education - using customized presentations and workshops to encourage learning, dialogue and a shift in the way we do business.
5. Through collection and analysis of feedback and data that allows Brock to move forward with Employment Equity initiatives.
6. By developing common language around what it means to be an accessible, respectful, equitable institution.
7. Through problem-solving - ensuring that all members of our committee understand intent and impact of relevant policies and procedures.
8. Through impartial application of those relevant policies and procedures such that resolution is deemed fair by all parties.
9. Celebrating accomplishments and encouraging active participation by all.

Mandate and Vision Glossary

Human rights: are inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more.

<https://www.un.org/en/sections/issues-depth/human-rights/>

Intersectionality: While the term is most closely aligned with Kimberlé Crenshaw, she expanded on the Combahee River Collective's 1978 [Statement](#). In the introduction these women state that "The synthesis of these oppressions creates the conditions of our lives. As Black women we see Black feminism as the logical political movement to combat the manifold and simultaneous oppressions that all women of color face." Crenshaw states, "Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It's not simply that there's a race problem here, a gender problem here, and a class or LGBTQ problem there. Many times, that framework erases what happens to people who are subject to all of these things." (<https://www.law.columbia.edu/pt-br/news/2017/06/kimberle-crenshaw-intersectionality>)

Anti-oppressive: "In challenging established truths about identity, **anti-oppressive practice** seeks to subvert the stability of universalized biological representations of social division to both validate diversity and enhance solidarity based on celebrating difference amongst peoples" (Dominelli, 2002:39)

Culture of conscience: The term conscience is scattered throughout the Universal Declaration of Human Rights:

(Preamble)Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

(Article 1) All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

(Article 18) Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Collaborative Transformation We use this term in a colloquial sense - working together to create the change outlined in the University's institutional strategic plan.

Capacity Building Capacity building is whatever is needed to bring a nonprofit to the next level of operational, programmatic, financial, or organizational maturity, so it may more effectively and efficiently advance its mission into the future. Capacity building is not a one-time effort to improve short-term effectiveness, but a continuous improvement strategy toward the creation of a sustainable and effective organization. (A Network Approach to Capacity Building)

Colonial Past Justin Trudeau, Goose Bay, Newfoundland 2017:

- *We must recognize the colonial way of thinking that fueled these practices...*
- *Children who returned from traumatic experiences in these schools looked to their families and communities for support but, in many cases, found that their own practices, cultures and traditions had been eroded by colonialism...*
- *Unfortunately, many of these intergenerational effects of colonialism on Indigenous people continue today...*
- *This is a shameful part of Canada's history - stemming from a legacy of colonialism, when Indigenous people were treated with a profound lack of equality and respect...*

Seven Generations Seventh Generation philosophy is integral to Haudenosaunee life and a foundation of the Great Law of the Iroquois Confederacy.

"The Peacemaker taught us about the Seven Generations. He said, when you sit in council for the welfare of the people, you must not think of yourself or of your family, not even of your generation. He said, make your decisions on behalf of the seven generations coming, so that they may enjoy what you have today."

Oren Lyons (Seneca)
Faithkeeper, Onondaga Nation

Department Configuration

During the summer of 2018, HRE made several transitions, including a physical move from DeCew Residence Hall to a new home in Mackenzie Chown E Block.

Robert Cargnelli completed his term overseeing Human Rights and Equity, returning to his full-time role as Director, Internal Audit.

Milé Komlen ended his role as Interim Senior Advisor for HRE. He remains in a consulting capacity with specific regard to formal complaint investigations and procedures.

Leela MadhavaRau came on board as Director on September 5, 2018, followed by Larisa Fry in her role as Sexual Violence Education and Support Advisor and Kattawe Henry who is fulfilling the recommendation in the Human Rights Taskforce Report for an Anti-Racism and Human Rights Advisor.

Christopher Lytle remains working on issues of disability, accessibility and AODA with the new title of Accessibility and Inclusion Advisor.

Michelle Poirier remains in her role as Human Rights Advisor, working to mediate complaints using alternative dispute resolution techniques and coordinate logistics for complaints that move forward to investigation.

Shannon Kitchings remains PACHRED Coordinator and has taken on Special Projects for HRE, including oversight for our retention grant.

During the year, conversations were held with Brock International and BUSU regarding two positions that moved into the HRE portfolio on May 1, 2019: Intercultural Educator position held by Trecia McLennon; and, Student Justice Centre Educator Michelle Mudge.

HRE has been working within Brock's space constraints to create confidential spaces for the growing office.

HRE has been working collaboratively with PACHRED's Coordinating Committee to create clear lines of demarcation in the work each does.

Area Reports

Accessibility and Inclusion



Office Mandate

The Accessibility for Ontarians with Disabilities Act (AODA) was passed into law in 2005, requiring 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 University is required to comply with the following regulations:

- 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

Review of 2018-2019

Policy update:

The Accessibility Policy was rewritten in 2018 to incorporate a human rights lens that views discrimination as the bigger barrier to success than any disability an individual

was born with or acquired. This change was initiated as a follow-up to recommendations in the Human Rights Task Force Report and serves as a point of guidance for the institution in regard to building its capacity to remove systemic barriers that prevent the equal participation of people with disabilities.

Anti-Ableism:

During this past year, the University began to use the language of “ableism” to focus attention on the similarity between discrimination and harassment exhibited toward people with disabilities and racism and sexism directed to racialized individuals, women and gender-fluid individuals. This change in the way the University views disability assists us in the development of initiatives that raise the issues of discrimination rather than viewing issues solely through the lens of accommodation.

Implementation:

The AODA IASR continues to be on track and all requirements have been implemented. The University took part in the redevelopment of the Employment and Information and Communication requirements in working groups called Standards Development Committees (SDC) and is eager to undertake further work with Accessibility Directorate of Ontario when the SDC process is underway again.

Goals for 2019-2020

Holistic approach to promoting an anti-ableism lens around disability.

Continuing to develop partnerships in Niagara, something made easier by increasing discussion around disability issues, from employment through discrimination.

While HRE has always received complaints on the basis of ability, Chris is now working directly on such cases.

Anti-Racism and Human Rights



Brock is working to build inclusivity and equity through understanding and respect for diverse identities and this is reflected in our approaches to teaching and learning, research and creativity, administration and service provision, and community engagement. As such, the Human Rights and Anti-Racism Advisor engages in educational initiatives for students, staff, and faculty at Brock to better understand systemic oppression and racism, both on and off campus.

The Anti-Racism and Human Rights Advisor began in late October 2018, immediately beginning the task of defining the role while planning programming to bring attention to the office. Consultations were held with different populations to gauge current needs while attention was also paid to the recommendations in the HRTF Report.

Further, this year has been an opportunity to define and redefine this new role. Opinions have been canvassed through informal and formal channels, including PACHRED Working Groups (Anti-Racism, Sexual Violence Prevention, LGBTQ+), and the community has been forthcoming about what they would like to see happen here.

In addition, while HRE has always received complaints on the basis of race, ethnicity and intersections of these grounds, Kattawe is now working directly on such cases.

Goals for 2019-2020

Providing a handbook for Black, Indigenous, People of Colour (BIPOC) students who report isolation and racism at Brock and living in Niagara. This will include on-campus and off-campus connections and resources, from counselling through stores with culturally relevant products. In addition, there will be a closed group for BIPOC

students. While such spaces may be controversial, it has become established best-practice for marginalized populations at post-secondary institutions to have a place to decompress, discuss shared realities and develop solutions.

Broadening understanding and dialogue about anti-racism through a poster campaign.

There is now a pre-determined budget for Black History/African Heritage Month which will allow programming to be completed months in advance.

Human Rights



Office Mandate

Complaints of discrimination, harassment and bullying are administered under the oversight of Michelle Poirier, Advisor on Human Rights & Equity. During 2018-2019, Kattawe Henry and Chris Lytle also began to address concerns and complaints on campus.

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.

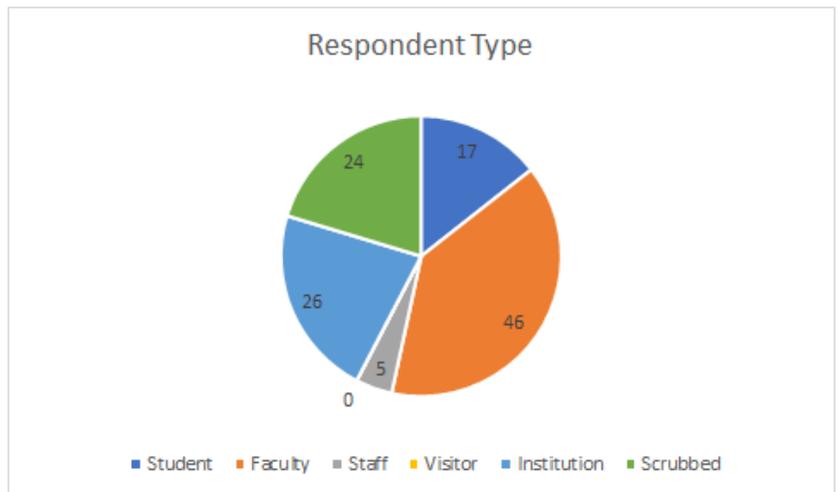
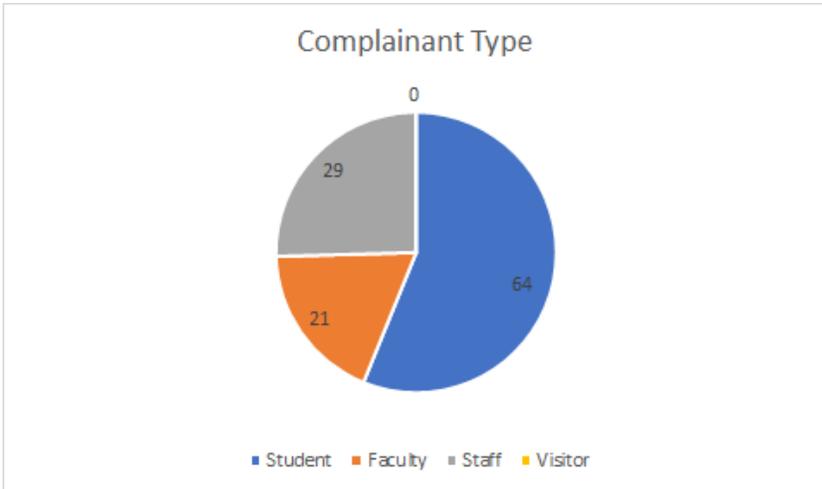
Review of 2018-2019

The HRE Office engaged in 397 consultations - this is when advice is given on a matter that falls outside the scope of a personal, informal or formal resolution.

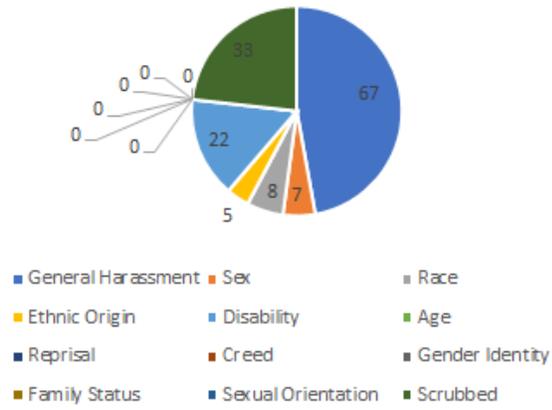
The HRE Office also received 188 concerns or complaints between May 1, 2018 - April 30, 2019. Of these concerns and complaints, 56 were resolved, or are being resolved through Personal Resolution (confidential contact with HRE for advice on resolving a concern oneself or taking no action at this time); 49 were resolved, or are currently being resolved, through an Informal Process (mediation, accommodation and/or restorative justice process); and 13 through a Formal Complaint Process (sent to an external investigator for a determination).

Of the 188 cases that the Program handled this year, none were initiated at an external complaint stage, such as at the Ontario Human Rights Tribunal.

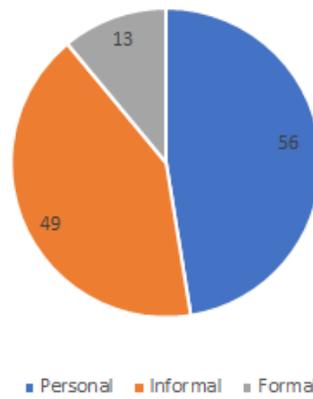
This year we changed the way we report on complaint type - any ground that has less than 5 instances has been scrubbed for confidentiality purposes.



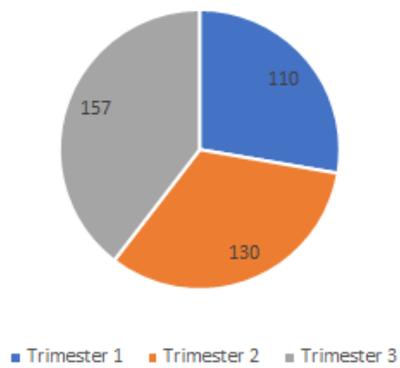
Complaint Type



Resolution Type



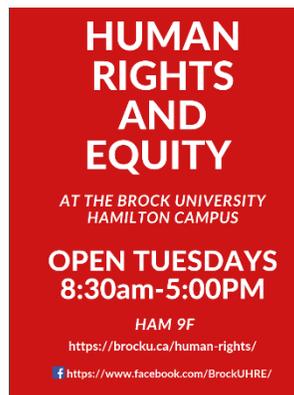
Consultations



Goals for 2019-2020

In addition to the continuation of the SAHP review, HRE will be embarking on a review of the Respectful Work and Learning Environment Policy. This review will include broad-based community consultations and we anticipate significant changes to the way the policy is currently being administered.

HRE will also be researching procurement of a case management system. With the increase in education and awareness and an increase in staff capacity to address human rights issues there is also an increase in complaints that are coming forward and a greater need to better track and report the concerns that are coming forward; a case management system will help to facilitate a timelier process for Complainants, Survivors and Respondents.



Finally, HRE will begin holding regular office hours at Brock's satellite campuses in Hamilton and downtown St. Catharines. This will enable more students, staff and faculty to have easier access for our consultation services.

Intercultural Education



Office Mandate

The Intercultural Educator began work within HRE at the very end of this reporting period, but it seems valuable to include an overview of the role in this report.

This position is responsible for developing strategic educational interventions to increase the knowledge, skill and ability of the Brock community to work effectively and respectfully with people culturally different to themselves. The goal is to enhance overall intercultural diversity and inclusion across the University in an equitable, intersectional way.

Review of 2018-2019

- Designed and developed a Level One Intercultural Certificate for staff and students with both in person and online components
- Incorporated multiple pathways for students to obtain credit for intercultural programming including CWC, International Plus and Intercultural certificate.
- Redesigned cultural portion of Pre-departure training and co-created new workshop for re-entry with International mobility specialists
- Serving on Decolonization, Employment Equity and Anti-Racism subcommittees for PACHRED
- Supporting the Faculty of Education in their internationalization planning and beta testing Globesmart for their pre-MA program
- Using the Intercultural Development Inventory to assess and coach students engaged in restorative justice process

Goals for 2019-2020

- Putting effective systems in place to track and monitor workshop participants, certificate graduates and other data and information management efficiencies
- Collaborate to design, develop and deliver HRE policy training of staff and faculty aligned with outcomes of training needs assessment and new strategic mandate
- Partner with Goodman to offer Intercultural/Global management/Inclusion Certificate on a revenue generation basis to the community
- Focus on Teaching Assistants and Residence for intercultural certificate programs for students (or other large groups of students) with a diffused train the trainer approach.
- Beta test a scalable, mobile solution to support the transfer of intercultural/inclusion/HRE learning (for staff) in order to support/reinforce a shift in the culture that aligns with strategy and mandate
- Lead the design and development of a Level Two Intercultural/HRE certificate

PACHRED Support and Special Projects



Shannon Kitchings works within HRE to support PACHRED as well as special projects under the HRE umbrella.

PACHRED Mandate

The mandate of the President’s Advisory Committee on Human Rights and Decolonization (PACHRED) is to:

- Identify and anticipate issues affecting equity-seeking communities (this list is not exhaustive, but may include women, Indigenous peoples, members of racialized communities, newcomers and refugees, members of diverse faith communities, persons with disabilities, LGBTQ-identified individuals) both within the University and relevant to those seeking access to the University, and advise the President on such issues;
- Provide a forum for discussion, reflection and learning on issues of decolonization, human rights, inclusion, equity and community-building and, in keeping with the spirit of the University, create spaces for respectful debate on important social issues;
- Provide advice and observations to the President on the planning and development of policies and programs related to building an inclusive community, both within the University and the broader community;
- Provide reports and make recommendations for action to the President. The President may bring these reports to the Board of Trustees, Senate and other relevant University bodies in order to channel advice through the University structure and thus sustain a University culture that advances equity and inclusion;

Review of 2018-2019

PACHRED was launched in 2018 in response to the Human Rights Taskforce Report. In 2018-2019, this position supported the nominations process, development of Terms of Reference, establishment of procedures, and the creating of the PACHRED annual report. (Please see the PACHRED Annual Report for more details)

HRE received a Retention Grant in 2018 to research what might be done to increase persistence among students from marginalized populations at Brock. This project included a review of existing programs, analysis of graduation data trends, and feedback from students. The final report from this project will be presented separately in September 2019.

Goals for 2019-2020

Goals include launching an ongoing conversation series to explore topics related to human rights and equity in an open dialogue, developing the PACHRED webpage into a resource tool, and implementing a new persistence strategy developed from the results of the retention project.

Sexual Violence Support and Education



The Sexual Violence Support and Education Office was vacated in June 2018 when Allison Cadwallader left Brock. For several months, SSHRC Post-Doctoral Fellow Sharlee Cranston-Reimer worked in the role part-time, until the hiring of a permanent replacement. Larisa Fry began work on October 22, 2018. Larisa came to Brock from Family and Children Services Niagara where she served as a trauma therapist. Larisa holds a M.A. in Counselling Psychology and is a Registered Psychotherapist with the Ontario College of Psychotherapists.

The Sexual Assault and Harassment Policy, adopted in 2016, has been undergoing review this academic year. Consultations were held in the early months of 2019 and will be followed by re-writing the policy, issuance of a draft to various interested constituencies, followed by a further re-writing and the final steps to ratify a revised SAHP by the end of 2019-2020.

Preliminary results of a provincial government survey - *Student Voices* - completed in March 2018 were released in March 2019. While the data are not disaggregated at a level to make them truly informative, there are lessons to be learned from the responses received.

On March 19, 2019, Minister of Training, Colleges and Universities Merilee Fullerton announced immediate actions to “protect students and address the serious issue of sexual violence affecting postsecondary students”. Given the work Brock is already doing, there is no concern about addressing each item:

Universities and colleges were told the Women’s Campus Safety Grant was to be terminated at the end of the 2018-2019 academic year, so the news this grant is

actually to be doubled was welcome news. Projects funded through the grant in 2018-2019 included:

- Three Automated External Defibrillators
- Two Safety Cameras
- Printing of RAD (Rape Aggression Defense System) Handbooks
- Presentation by #MeToo Founder, Tarana Burke
- Honoraria for speakers (Robyn Bourgeois, Haran Vijayanathan, OmiSoore Dryden) on December 6th marking the National Day of Remembrance and Action on Violence Against Women.
- Karen Chan “Building a Consent Culture” Workshop
- Honoraria for student presenters attending the “Can Justice Heal” symposium at Ryerson University which addressed using models of restorative and transformative justice in postsecondary institutions to address sexual violence.
- The REDress Project was funded on February 14, 2019. International Women’s Day was marked with performances by Vivek Shraya and The Queer Songbook Orchestra.
- Consent materials for distribution during workshops, Orientation and in residences were also funded

Funding

In October 2018, HRE entered into conversations with the Brock University Students Union (BUSU) regarding the transfer of funding for sexual violence support and prevention to HRE. The question was put to referendum in March 2019 and passed with 78.2% of the undergraduate student body voting in favour. This funding will enable Sexual Violence Support and Education to undertake a series of innovative projects.

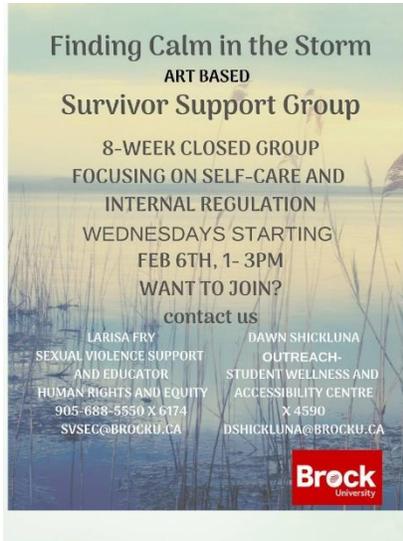
Programming Overview

Daily Support and Disclosure Services

- The rate of disclosure has increased. However, we do not believe there is an increase in the number of assaults on campus. We believe this increase is due to increased visibility, the building of our referral network, and increased accessibility of SVSE.
- Most disclosures are from the student body and are seeking informal processes. Individuals are reporting incidents at all points of the continuum, from harassment to physical assaults.
- Recruitment and training of volunteers- 25 individuals completed training and assist on an ongoing basis with various HRE and SV initiatives.
- Respondents have been working with the HRE Director on educational processes, focusing on defining consent and healthy sexuality, alongside

conversations about masculinity and relationships. All respondents who have participated in this process to date have been male.

Survivor Support Group



The first survivor support group was facilitated by two licensed therapists, both Brock employees. Eight student survivors, both graduate and undergraduate participated in the eight-week programme. Each week focused on a different aspect of self-care and internal regulation, using creative projects to enhance the learning.

Campaigns

Make It Stop - January 2019



Unblur the Lines - March 2019



These flyers appeared on TV screens across campus and were also distributed through social media. **Unblur the Lines: Healthy Relationships Marketplace Fair** was held in

coordination with the HUB and 15 local community agencies. The focus was on respectful relations and safe partying.

Plans for 2019-2020

Planning for 2019-2020 has been buoyed by the referendum partnership with BUSU which has allowed for the development of innovative supports and educational programmes without the same fiscal constraints affecting the rest of HRE. This partnership will allow the hiring of student assistants over the summer of 2019 to have many ready for the start of the 2019-2020 academic year.

- Volunteer Professional Development
 - All volunteers will go through a three-day training, including topics such as mental, first aid, suicide prevention, taking disclosures, boundary-setting, understanding privilege and oppression, anti-racism, anti-Black racism, anti-ableism, religious differences and human rights in general.
- Peer to Peer Advocates
 - Much of the literature around sexual violence prevention confirms students will hear messages around consent and healthy sexuality far more readily from their peers. The hope is that this group will also develop modules to discuss topics of masculinity and the “man-mask” with those who identify as male.
- Campus-Wide Co-Curriculum
 - Students volunteering with HRE are able to work toward their Certificate of Engagement for the Campus-Wide Co-Curriculum. The completion of a set of core experiences and a number of electives, as well as a reflection to further enhance learning and skill development allows students to show their record of achievement outside the classroom.
- Orientation
 - While SVSE will be participating in orientation sessions, research is clear one-shot training around consent and healthy sexuality does very little to alter behaviours so there are already plans in place for ongoing workshops and discussions throughout the year, particularly at crucial points such as the five-week mark of the first term.
- Active Bystander Programming
 - Research has shown that deliberate active bystander programming can have beneficial results on university campuses, especially those (like Brock) that have many students already pre-disposed to intervene when they notice something awry.
 - Rather than a single program of delivery, SVSEC has opted for a multi-modal approach, weaving in the messaging of becoming an ally in all programming.

- Bro2Talk (Male and Male-Identifying Group Programming)
 - By providing a variety of workshops rooted in intersectionality and decolonized approach we hope to continue to promote the conversation of support, respect and change while giving accreditation to individuals choosing to become a “Brock Bro”.
- Flip the Script
 - Flip the Script is an evidence-based 12-hour sexual assault resistance education program for university-aged women. It is delivered in small groups of about 15-20 and is run over the course of 4 weeknights, or one weekend. For further information on the randomized trial of Flip the Script, refer to the [SARECentre](#).
- Survivor Choice Counselling Support
 - We know individuals in distress require services that will support them in the way they want, rather than what others think they need. This may be culturally responsive counsellors, counsellors who speak their language, indigenous counsellors, those who specialize in working with LGBTQ2S clients and more. We are compiling a listing of therapists or service agencies for which we can provide direct referral and funding.
- Movie Series
 - Watching films, preceded and followed by conversation, are a great way to engage students in difficult topics.
- Unblur The Lines
 - This event focuses on healthy relationships choices, sexual health and consent, in collaboration with community partners.
- Consent Week
 - This will be held during the third week in January 2020 in collaboration with community agencies, and in tandem with university campuses throughout Ontario.
- Educational Sessions, Certificates and Workshops
 - Workshops will continue to be delivered on specific topics as requested and needed.
- Survivor Group and support programming for Staff and Faculty
 - A version of the student survivor group will be offered for employees.
- Respondent Services
 - Currently, strong support systems are in place for survivors but there is little for respondents. We are researching best and promising practices in this area in order to fill this void.
 - Currently we have two counsellors to provide support. We will continue to build this network as we balance the need to provide respondent

services while meeting our obligations through investigation and due process.

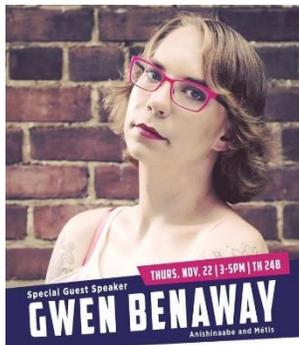
Programming

	<p>We Are All in Relation Speaker Series - Summer 2018</p> <p>https://brocku.ca/brock-news/2018/06/indigenous-education-at-core-of-brock-speaker-series/</p> <p>Hosted by the Tecumseh Centre and Office of Human Rights and Equity, this series coincided with National Indigenous History Month (June). The workshops were designed by members of Brock’s Indigenous communities covering themes of direct relevance in the era of Truth and Reconciliation.</p>
	<p>This lecture series focuses on promoting racial justice in health care and is named after first-year Medical Sciences student, Yosif Al-Hasnawi, who was shot and killed in Hamilton in December 2017 while trying to protect an older man from two aggressors.</p> <p>The event was co-sponsored by PACHRED; Faculty of Applied Health Sciences; Faculty of Social Sciences; Centre for Women’s and Gender Studies; Human Rights and Equity Office; Tecumseh Centre for Indigenous Research and Education; and BUSU.</p>



<https://brocku.ca/brock-news/2018/10/metoo-founder-urges-brock-community-to-embrace-the-movements-message/>

#MeToo Founder Tarana Burke came to campus on October 30, 2018. In her closing remarks to the sold-out audience, Burke said her presentation was “not an awareness campaign. We have a moral imperative. Let’s work together. Let’s heal together. If you are ready to do that work, I can only leave you with these two words: Me Too.”



Join us in a special presentation for
TRANS DAY OF REMEMBRANCE
This presentation explores the work of Laly Long Soldier's collection, *Whereas*, and provides an interdisciplinary reflection on what it means to be a trans woman and a poet inside the world.

Co-sponsored by: Centre for Women's and Gender Studies, the Human Rights and Equity Office, and the Indigenous Centre for Indigenous Research and Education at Brock University, Brock Pride and the Student Justice Centre. We are grateful for funding from the Teaching and Learning Innovation Grant.

Hereafter: On Trans Girls and Apologies

This presentation provided an interdisciplinary reflection on what it means to be a trans woman and a poet inside the world. Gwen Benaway “is a trans girl of Anishinaabe and Métis descent” who has published three collections of poetry, *Ceremonies for the Dead*, *Passage*, and *Holy Wild*.

Co-sponsored by: Centre for Women’s and Gender Studies, the Human Rights and Equity Office, and the Tecumseh Centre for Indigenous Research and Education at Brock University, Brock Pride and the Student Justice Centre. We are grateful for funding from the Teaching and Learning Innovation Grant.

THURSDAY, DECEMBER 6TH 12 - 2PM
IN 5TH 203, BROCK UNIVERSITY

NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN

Intersectional Approaches to Police Violence

Anti-Black Racism, Policing and the Negative Impact on the Black Community:
Ombirose Dryden, Visiting Professor at Ryerson University, 2017-18
The McArthur Murders: Advocating Against Official Indifference to Institutional Change:
Harsh Vigneshwaran, Executive Director, Alliance for South Asian AIDS Prevention
Overpoliced and Underprotected: Indigenous people and colonial policing: (fictu)
Bourgeois, Women's and Gender Studies, Brock University
Moderated by Leela Madhavakrishna, Director, Human Rights and Equity, Brock University

Co-Sponsored by: the Centre for Women's and Gender Studies, the Human Rights and Equity Office, Tourism Centre for Indigenous Research and Education, the Student Justice Centre, OPIRG, BUSU, OSSTF, BUFA, and the GSA.

This panel marked an attempt to deepen the understanding of how institutions, like the police, may be implicated in gendered and racial violence, featuring perspectives on anti-black racism; the McArthur murders and official indifference; and, colonial policing of Indigenous people.

The event was co-sponsored by Brock University's Centre for Women's and Gender Studies, Human Rights and Equity Office, Tecumseh Centre for Indigenous Research and Education, Student Justice Centre, as well as Ontario Public Interest Research Group (OPIRG), Brock University Students' Union (BUSU), Ontario Secondary School Teachers' Federation (OSSTF), Brock University Faculty Association (BUFA) and Brock University Graduate Students' Association (GSA).

AFRICAN HERITAGE MONTH PRESENTS:
WILMA: THE STORY OF A BLACK CANADIAN

Saturday, March 2 2019 2:30 PM - 4:30 PM
Location: St. Catharines Public Library
54 Church Street, L2R 7K2

About the film:

Wilma Morrison, who is regarded as the custodian of Black History in Niagara, tells her story and experiences growing up as an Ontario-born Black Canadian, the discrimination she faced based on her colour and sex, and her efforts to preserve Black History in Niagara Falls.

She highlights the struggles of saving the local BME Church and having it designated as a National Heritage Site, and also, the history of early Black settlers in Niagara Falls.

<https://brocku.ca/brock-news/2019/02/brock-groups-aim-to-extend-african-heritage-month-conversation-beyond-february/>

Brock's African Heritage Recognition Committee (BAHRC) working in partnership with other University groups and members of the larger Niagara community to encourage public discussion of African heritage throughout February and March. Talks, guest lectures, panel discussions, a film screening and art exhibits – all free and open to the public – are among the events planned to take place on Brock's main campus, as well as in downtown St. Catharines.

African Heritage Month 2019

"The Sexual Abuse of Black Boys and Men: A hidden history"
Dr. Tamari Kitossa
St. Catharines Public Library
March 2nd
12:30 – 2:00pm

This is the first African Heritage Month at Brock for Human Rights and Anti-Racism Advisor Kattawe Henry, who recently arrived at the University and was involved in organizing the many events. "I am looking forward to connecting with and working for the Brock community," she said.

"We want the culture at Brock to reflect a connection to BIPOC (Black, Indigenous, People of Colour), and one way we are doing this is to expand events into other months to encourage people to enjoy events and conversations throughout the year," Henry said. "I hope to see these events grow throughout the years at Brock."

Brock LGBTQ+ PRIDE WEEK 2019 Brock University
MONDAY MARCH 4TH - FRIDAY MARCH 15TH, 2019

MONDAY, March 4th 11:30AM - 1PM
BROCK LGBTQ+ PRIDE WEEK LAUNCH
MARKET HALL, THISTLE COMPLEX
Join us for a celebration and information session for all of our students, staff and visitors. Learn about exciting opportunities on the Brock LGBTQ+ Pride Week and how to get involved. Free admission as well as the services of LGBTQ+ Resource Living and Learning Community. All are welcome.
Free

TUESDAY, March 5th 11AM - 1PM
MEET AND GREET SOCIAL
WELSH HALL, ROOM 327
Meet and Greet Social hosted by the Brock University Human Rights, Equity and Diversity Committee (LGBTQ+ Affinity Group). All those who are LGBTQ+ students, staff, faculty and their allies are welcome to this social. Let's meet each other! Social and information provided with refreshments. Don't forget to bring your own! Social is always a fun and relaxed meeting! 12+ is preferred.
Free

WEDNESDAY, March 6th 7 PM - 9 PM
BROCK PRIDE (DANCE) CLUB MEETING
WELSH HALL, ROOM 327
Join us for the Brock Pride University club meeting. It's a fun, relaxed, social event for all members of the Brock LGBTQ+ community. The theme of the meeting is "Internationality".
Free

THURSDAY, March 7th 7 PM - 9 PM
PRIDE (DANCE) NIGHT
THISTLE 256, 257 AND 258
Join Brock Pride at a fun evening of pop, funk, soul and R&B. Enjoy the best of Brock's LGBTQ+ community. All focused around LGBTQ+ organizations, etc.
Free

FRIDAY, March 8th 5:30 PM - 7:30 PM
TRANS 101 TRAINING
THISTLE ROOM 257
This workshop is for anyone who is curious about trans and gender identity. We will cover the basics of trans identity, including the history of trans rights and the current social and political climate. This is a safe space for all to learn and ask questions. Free admission. 18+ is preferred.
Free

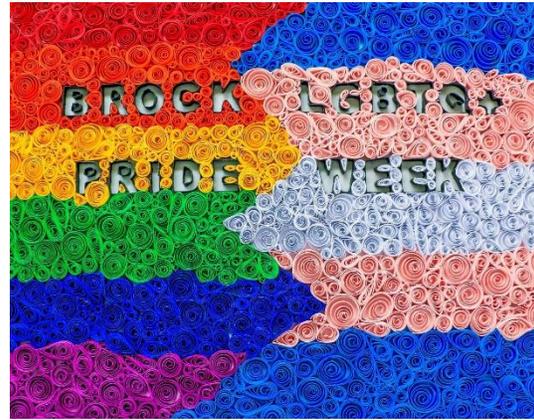
FRIDAY, March 8th 7:30 PM - 9:30 PM
WELSH HALL AND QUEER CONCERTS (ORCHESTRA)
RECITAL HALL - FIRST ONTARIO PERFORMING ARTS CENTRE
250 ST. PAUL STREET, ST. CATHARINES ON
Join us for a special performance by the Brock University Queer Songbook Orchestra. The orchestra will perform a selection of songs from the Queer Songbook. Free admission. 18+ is preferred.
Free

FRIDAY, March 8th 9:30 PM - 11:30 PM
PRIDE (DANCE) NIGHT
THISTLE 256, 257 AND 258
Join Brock Pride at a fun evening of pop, funk, soul and R&B. Enjoy the best of Brock's LGBTQ+ community. All focused around LGBTQ+ organizations, etc.
Free

FRIDAY, March 8th 10:00 PM - 11:30 PM
FRANKS BAR & GRILL
Join us for a special performance by the Brock University Queer Songbook Orchestra. The orchestra will perform a selection of songs from the Queer Songbook. Free admission. 18+ is preferred.
Free

For more information on these events or for accommodation requests please contact 905-488-6300 x4836 or humanrights@brocku.ca
Follow us on Facebook: Brock University Human Rights and Equity
#BrockUPride

<https://brocku.ca/brock-news/2019/02/brock-pride-week-lineup-packed-with-activities/>



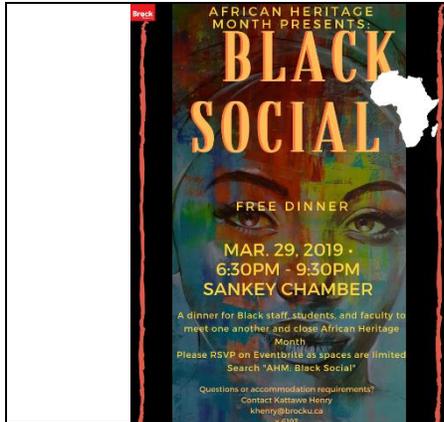
Brock University
International Women's Day
Brock LGBTQ+ Pride Week
#BrockUPride
VIVEK SHRAYA AND QUEER SONGBOOK ORCHESTRA
Friday, March 8th, 2019
7:30 pm - 9:30 pm
Recital Hall - FirstOntario Performing Arts Centre
250 St. Paul Street, St. Catharines ON
Tickets Regular Admission \$20 / Student Admission \$13 - firstontariopac.ca

Vivek Shraya
Vivek Shraya is a multi-talented singer, songwriter, and producer. She is the lead singer of the indie rock band, The Queer Songbook Orchestra. She has performed at various venues across Canada and the United States. She is also a member of the LGBTQ+ community and is an advocate for social justice.

Queer Songbook Orchestra
The Queer Songbook Orchestra is a 12-piece chamber pop ensemble. The ensemble consists of students, staff, and faculty members from Brock University. They perform a variety of songs from the LGBTQ+ community, including classic hits and contemporary tracks. The ensemble is led by Vivek Shraya and is a member of the Brock LGBTQ+ community.

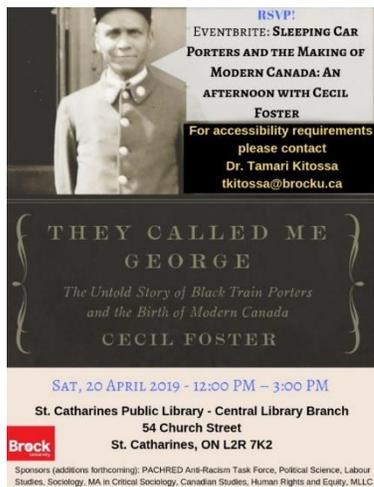
For more information on these events or for accommodation requests please contact 905-488-6300 x4836 or humanrights@brocku.ca
Follow us on Facebook: Brock University Human Rights and Equity
#BrockUPride

We celebrated International Women’s Day and Brock Pride Week with an exclusive performance by Polaris Music Prize nominee Vivek Shraya with a 12-piece chamber pop ensemble the Queer Songbook Orchestra at the FirstOntario Performing Arts Centre.



<https://brocku.ca/brock-news/2019/03/brock-to-host-film-screening-discussion-panel-on-sexual-violence/>

This screening was a co-sponsorship with the Niagara Sexual Assault Centre. The event garnered a good crowd and was the debut event for the SVSE volunteers. Students ran the event, from introductions to a panel discussion afterwards which included representatives from Children's Advocacy center, CARSA, Family and Children Services and Women's Drumming Circle. community organizations



<https://brocku.ca/brock-news/2019/04/history-of-black-railway-workers-the-focus-of-public-brock-event/>

They Call Me George demonstrates that “the sleeping car porters and domestic workers from the Caribbean really struggled hard to open up immigration and employment equity for all,” says Tamari Kitossa. Their fight for social justice continues to resonate today. According to Kitossa, contemporary social statistics show that African Canadians, next to Indigenous populations, are worse off relative to other immigrant groups in terms of education, health, employment, income and wealth.

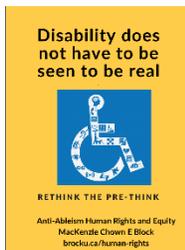
Programming for 2019-2020

Art Speaks

The Art Speaks Project is a student juried art exhibit designed to use artwork as a vehicle for discussing human rights related issues, to provide a platform for conversation to under-represented groups on campus, and to educate the community about social inequity. The goal of this project is to use artwork as an alternative means of starting a conversation around human rights issues. The artwork will be exhibited in both downtown St. Catharines and at Brock between November 19 and 22, 2019.

Art Speaks has confirmed collaboration from the Library and Brock Arts Collective and looks forward to establishing more partnerships in the fall.

#Rethink the Prethink



This initiative comes from Accessibility and Inclusion and aims to have the campus consider their first reactions to disability, whether feelings of pity, sorrow, or an effort to pretend nothing is seen. As conversations continue about anti-ableism, there will be a poster campaign addressing different common perceptions around disability. The poster shown is a sample of what might be seen around Brock.

“Muskoka” Conversations

HRE will be making use of red Muskoka chairs which will be positioned in pairs around campus, outside in good weather and inside in various locations (including the Library) from November through April. The chairs will be covered in stickers detailing aspects of the Ontario Human Rights Code. Participants are invited to sit in the chairs and engage in a conversation around prompts which will be attached to the chairs. This is an effort to capture what HRE has been told by the Brock community - the need to have such conversations but they need, to some extent, to be curated.

Equity Education

HRE wants to ensure the campus is aware of all the work done by the department and will, therefore, be launching a campaign providing basic definitions of equity and human rights. The posters will be similar to this sample.



Partnership Dialogues

HRE has been engaged in conversations with a number of possible partners in order to engage a broader percentage of the Brock community in conversations about difficult topics often avoided. Partnerships will include Faith and Life Centre, Centre for Women and Gender Studies, PACHRED, Library, and others.

Workshops and Educational Opportunities

Canada Research Chairs Search Committees

In September 2018, new institutional requirements were implemented for all Canada Research Chairs (CRC) as part of its [Equity, Diversity and Inclusion Action Plan](#). This included training “regarding the potential negative impacts that unconscious bias can have on assessment and decision-making processes, and on the career paths of individuals from the four designated groups.”

HRE delivered 13 workshops on unconscious bias to approximately 130 individuals involved in CRC search processes.

Unconscious Bias - General

During the course of the year, several University search committees requested the unconscious bias workshop. This is a pleasing trend and will lead to conversations as to whether this should become a norm.

Human Rights and Equity General Workshops

A number of University committees, departments (both academic and administrative) requested workshops to better understand HRE’s areas of expertise, as well as detailed information on the RWLEP and SAHP procedures.

SVSE Training and Education Opportunities

SVSE delivered 17 training sessions, reaching 648 participants (students, faculty and staff). Topics addressed include definitions of sexual violence (including explanations of the continuum of violence) and consent, how to take a disclosure, understanding the nature of trauma, as well as a general introduction to Human Rights and Equity.

Upcoming Mandatory Workshops

During 2019-2020, HRE will be rolling out workshops for all employee groups. These shall be done in accordance with agreements worked out with each collective bargaining unit. The purpose is to ensure that employees across the University have a full understanding of their responsibilities under those policies overseen by HRE, as well as their rights. These shall be done in-person in groups of 25.

Goals for 2019-2020

HRE's goals for next year are, as with all Brock departments, in congruence with the institutional strategic plan. There may be few departments as passionate about the strategic plan as HRE - the graphic interweaving strategic priorities and values is an integral part of every workshop conducted, regardless of audience.

By the end of this academic year, both the RWLEP and SAHP policy revisions should be close to completion, providing the University community policies and procedures based on user experience and best/promising practices.

The following provides a sense of some other goals for HRE this coming academic year:

- Sign off on Human Rights Task Force Report recommendations in order to segue to new HRE strategic plan
- Assist with revisions to Academic Accommodations for Students Policy, leading to finalization by December 2019
- Develop HRE certificate course for Continuing Education (revenue opportunity)
- Develop HRE certificate courses for employees
- The Director will continue her involvement with the 2019 SSHRCC Insight Development Grant awarded to faculty members Hijin Park and Margot Francis
- Conduct needs assessment for alumnae from marginalized groups
- HRE's participation in structuring the People Strategy has allowed commentary on this important tool which addresses the fundamental question of the work culture at Brock
 - Utilize People Strategy to promote increased hiring of people with disabilities
 - Work with HR to ensure wrap-around services for employees with disabilities meet highest standards