

# CAPDHHE Agenda

## National Conference 2018

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**Monday May 7, 2018 (evening)**

**Location: Heaslip House, 7<sup>th</sup> Floor, 297 Victoria Street, Ryerson University, Toronto**

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**5:30 - 8:30 pm**

**Conference Registration and Conference kit pickup**

### **Opening Reception**

(Hors d'oeuvres and two complimentary drink tickets included)

**Opening Keynote: "Tackling Systemic Issues in Education"**

**Keynote Speaker: Anthony Anirud**, Human Rights Commissioner, York Region District School Board

As a regular presenter at CAPDHHE, **Anthony Anirud** will be familiar to many practitioners in the colleges and universities sector, having served as the Human Rights Advisor for both the University of Winnipeg and Trent University. In his new role as the inaugural Human Rights Commissioner for the York Region District School Board, Anthony outlines how education and academia can work together to build viable human rights frameworks as students move through the education stream. Following up from last year's announcement by Patrick Case, Associate Deputy Minister in the Education Equity Secretariat of the Ministry of Education, about how school boards are moving to create similar types of equity offices and human rights procedures as those found in higher education, Anthony will outline how he is shaping the future of equity through his role in dovetailing efforts in both sectors.

## Tuesday May 8, 2018 (morning)

**Location: Room LIB 72, Lower Ground, Library Building,  
350 Victoria Street, Ryerson University**

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Conference Registration and Conference kit pickup (from 8:00 am to 5:00 pm)

Room LIB 72

**8:00 - 9:00 am**

**BREAKFAST: – Room POD 252 - Upper Snack Stop**  
(Sponsored by **Ethical Associates Inc.**)

**9:00 – 9:15 am**

### Opening Remarks:

- Land Acknowledgment and Welcome
- **Tanya (Toni) De Mello**, CAPDHHE Conference Chair, and Director of Human Rights, Office of Equity & Inclusion, Ryerson University
- **Denise O’Neil Green**, Vice President, Equity and Community Inclusion, Ryerson University
- **Milé Komlen**, CAPDHHE President, and Acting Senior Advisor, Brock University

**9:15 - 9:45 am**

**Opening Keynote:** “Inclusion: Challenges and Opportunities”

**Speaker:** **Arig al Shaibah**, AVP Equity & Inclusion, Equity & Inclusion Office, McMaster University

As the newest AVP of Equity and Inclusion at a Canadian postsecondary institution, **Arig al Shaibah** will outline the vision for her new role at McMaster University and how her background and experience have equipped her to take on this challenging new endeavour. Arig will outline some challenging issues on campuses and discuss opportunities and strategies to advance EDI in this context.

**9:45 - 11:30 am**

**Plenary Session:** Race, Racism & Intersectionality: Implications for Investigations

**Facilitators:** **Nancy Simms**, Director, Centre for Human Rights, Equity & Diversity, Humber College; **Jodie Glean**, Manager, Centre for Human Rights, Equity & Diversity, Humber College

**Workshop Goal:** To increase capacity to conduct human rights investigations through an intersectional lens using race as the entry. Seasoned presenters **Nancy Simms** and **Jodie Glean** tackle issues of race and racism in the context of investigation work, and how it is important to use an intersectional framework to provide meaningful resolution of complex complaints.

**11:30-11:45 am**

**Stretch & Nutrition Break – Room POD 252 - Upper Snack Stop**  
(Sponsored by **Durham College**)

**11:45 am - 12:30 pm**

**Plenary Session:** Student Activism Panel

**Moderator: Tanya (Toni) De Mello**, Director of Human Rights, Office of Equity & Inclusion, Ryerson University

The student activism panel brings together students who are making a difference in promoting equity and inclusion at colleges and universities. This popular panel provides an important perspective on student organizing and how student activists can be seen as allies in the work of human rights and equity offices (and vice versa).

**Panelists:**

- **Nana Frimpong**, University of Toronto, Scarborough Campus
- **Tai Jacob**, McGill University
- **Trina James**, Treasurer, Canadian Federation of Students - Ontario
- **Jordan Lentinello**, McMaster University

**Tuesday May 8, 2018 (afternoon)**

**Location: Room LIB 72, Lower Ground, Library Building,**  
**350 Victoria Street, Ryerson University**

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**12:30 - 1:30 pm**

**LUNCH: – Room POD 252 - Upper Snack Stop**  
(Sponsored by **Hicks Morley LLP**)

**1:30 - 2:00 pm**

**Plenary Session:** Racism by the Numbers on College and University Campuses

**Speaker: Kaye Johnston**, Director, Office of Human Rights, Equity and Accessibility, University of Windsor

**Kaye Johnson's** insightful discussion on the complexities of race and identity will challenge participants to think of equity in new and dynamic ways. Touching on a variety of techniques for encouraging open and honest communications between different groups, Kaye will outline some concrete strategies to approach difficult conversations with tact and integrity, while engendering meaningful change.

**2:00 - 3:15 pm**

**Plenary Session:** Developments in Canadian Academic Law - Six Minute Updates

**Moderator: Milé Komlen**, CAPDHHE President and Acting Senior Advisor, Human Rights and Equity, Brock University

The ever-popular CAPDHHE legal panel brings together a group of prominent legal experts who will provide updates on the latest developments in Canadian academic law. Using a six-minute format, each lawyer will discuss new case law and legal developments on a variety of topics and will be required to adhere to a rotating six-minute timeframe. (Followed by Q&A)

**Panelists:**

- **Njeri Damali Sojourner-Campell**, Associate, Hicks Morley LLP (and former Human Rights & Diversity Advisor, Humber College)
- **Gigi Basanta**, Senior Legal Counsel, Ryerson University
- **Ena Chadha**, Chair, Ontario Human Rights Legal Support Centre
- **Michael F. Charles**, Executive Director, Centre for Human Rights, Equity & Inclusion, York University

**3:15 - 3:30 pm**

**Stretch & Nutritional Break – Room POD 252 - Upper Snack Stop**  
(Sponsored by Humber College)

**3:30 - 5:00 pm**

**Open Discussion Forums (“You say you want a [R]Evolution”) – Part 1**

**Introduction: Sonya Nigam**, CAPDHHE Vice President, and Director, Human Rights Office, University of Ottawa

**Concurrent Sessions: A, B, C, D, E & F**

- A. Dealing with the Rise and Risks of the Alt-Right, White Supremacy, Hate Groups, Islamophobia and Misogyny on campus:
- B. Academic Freedom, Controversial Speakers, Trumpism, and Crossing the Line of Defensible Speech on Campus
- C. Disability Issues in a Mad Mad World: Mental Health, “Fitness to Study” Assessments, Mad Campus Movements and Accessibility Compliance
- D. Hot Topics: Cannabis Accommodations, Opioid Crisis and Harm Reduction, Internationalization and Cultural Sensitivity, Chronic Stress Assessments and Smudging Protocols
- E. Responding to Disclosures of Sexual Violence through Trauma-Informed Approaches and Best Practices in Sexual Violence Policies in the context of #MeToo movement
- F. Saving Ourselves and Staying Above the Fray: Vicarious Trauma and Self-Care/Healing for Equity Practitioners in Higher Education during increased caseloads and under-resourcing

## **Tuesday May 8, 2018 (evening)**

**Location: Page One Café, 106 Mutual Street, Ryerson University**

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6:00 - 9:00 pm

### **The 2018 CAPDHHE National Awards of Excellence Gala**

(Sponsored by **Ethical Associates Inc.**)

Join us for the annual awards gala for the CAPDHHE National Awards of Excellence as we celebrate the contributions of our peers in six distinct award categories. CAPDHHE members are recognized for their efforts in promoting equity, diversity and inclusion at colleges and universities across the country. An evening not to be missed!

(Hors d'oeuvres and light Mediterranean fare included; Cash bar)

## **Wednesday May 9, 2018 (morning)**

**Location: Room LIB 72, Lower Ground, Library Building,  
350 Victoria Street, Ryerson University**

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Conference Registration and Conference kit pickup (from 8:00 am to 3:00 pm)  
Room LIB 72

(Check Cross-Listings with **White Privilege Conference's** 1-Day Institutes, open to CAPDHHE  
Conference Registrants: <https://www.ryerson.ca/wpc-global/schedule/1-Day-Institutes/>)

**8:00 - 9:00 am**

**BREAKFAST: – Room POD 252 - Upper Snack Stop**

(Sponsored by **Colleges and Universities Complaints Resolution Unit**)

**9:00 – 10:15 am**

### **CAPDHHE Annual General Meeting**

Join us for updates on CAPDHHE's activities over the year, our association's finances, and the Executive's long-term strategic plan, along with election of officers.

**10:15 - 10:30 am**

**Stretch & Nutrition Break**

(Sponsored by **Ryerson University**)

## Wednesday May 9, 2018 (morning)

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Conference Registration and Conference kit pickup (from 8:00 am to 3:00 pm)

Room LIB 72

### 10:30 - 10:45 am

#### Opening Remarks

- **Donna Gerber**, CAPDHHE Secretary, and Manager, Indigenous Education, Niagara College
- Land Acknowledgment and Welcome by **Amy Desjarlais**, Indigenous Knowledge-Keeper, Ryerson University

### 10:45 - 11:15 am

**Opening Keynote:** “Indigenizing the Academy – Prospects for Meaningful Discourse”

**Speaker:** **Amy Desjarlais**, Indigenous Knowledge-Keeper and First Nations Technical Institute (FNIT) Coordinator, School of Social Work, Ryerson University

### 11:15 am - 12:30 pm

**Plenary Session:** Truth & Reconciliation in Academia - Responding to the Calls to Action

Reinforcing our shared commitment to implementing the Calls to Action of the Truth & Reconciliation Commission continues to be a challenge among Canadian colleges and universities. This panel will outline some of the tangible steps that postsecondary institutions can do to indigenize the academy and to create more welcome and inclusive spaces for Indigenous students, faculty and staff. Building on last year’s presentation, this panel will provide a meaningful discussion on steps each of us can take to implement an institutional commitment to respect and equality in our learning and work environments.

#### Panelists:

- **Moderator: Marisha Roman**, Academic Practice Lead, Colleges and Universities Complaints Resolution Unit (and former Aboriginal Initiatives Counsel to the Law Society of Upper Canada)
- **Amy Desjarlais**, First Nations Technical Institute (FNIT) Coordinator, School of Social Work, Ryerson University
- **Celeste Smith**, Program Director, Niagara Regional Indian Centre and Indigenous Knowledge Instructor, Niagara College
- **Donna Gerber**, Manager, Indigenous Education, Niagara College

## **Wednesday May 9, 2018 (afternoon)**

**Location: Room LIB 72, Lower Ground, Library Building,  
350 Victoria Street, Ryerson University**

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**12:30 - 1:30 pm**

**LUNCH: – Room POD 252 - Upper Snack Stop**  
(Sponsored by **Rubin Thomlinson LLP**)

**1:30 - 2:45 pm**

**Plenary Session:** Update on Sexual Violence Investigations on Campus: Challenges in the Postsecondary Context

**Panelists: Cory Boyd and Megan Forward,** Rubin Thomlinson LLP

Get the latest information by two of Canada’s premiere investigation lawyers on how to conduct fair and effective sexual violence investigations in the postsecondary context. Specific topics include: intoxication, parental support in interviews, legal vs. policy definitions and more!

**2:45 - 3:00**

**Stretch & Nutritional Break – Room POD 252 - Upper Snack Stop**  
(Sponsored by **Seneca College**)

**3:00 - 4:30 pm**

**Open Discussion Forums (“You say you want a [R]Evolution”) – Part 2**

**Introduction: Sonya Nigam,** CAPDHHE Vice President, and Director, Human Rights Office, University of Ottawa

**Concurrent Sessions: A, B, C, D, E & F**

- A. Dealing with the Rise and Risks of the Alt-Right, White Supremacy, Hate Groups, Islamophobia and Misogyny on campus:
- B. Academic Freedom, Controversial Speakers, Trumpism, and Crossing the Line of Defensible Speech on Campus
- C. Disability Issues in a Mad Mad World: Mental Health, “Fitness to Study” Assessments, Mad Campus Movements and Accessibility Compliance

- D. Hot Topics: Cannabis Accommodations, Opioid Crisis and Harm Reduction, Internationalization and Cultural Sensitivity, Chronic Stress Assessments and Smudging Protocols
- E. Responding to Disclosures of Sexual Violence through Trauma-Informed Approaches and Best Practices in Sexual Violence Policies in the context of #MeToo movement
- F. Saving Ourselves and Staying Above the Fray: Vicarious Trauma and Self-Care/Healing for Equity Practitioners in Higher Education during increased caseloads and under-resourcing

**4:30 – 5:00 pm**

**Plenary dialogue – Feedback**

- Closing Remarks and Farewell: **Toni De Mello**, CAPDHHE Conference Chair
- Continuation of White Privilege Conference at Ryerson University



## Wednesday May 9, 2018 (evening)

**Location: Main Floor, George Vari Engineering and Computer Centre, 245 Church Street, Ryerson University**

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**6:00 – 7:00 pm**

**Keynote Presentation:** (Hosted by the White Privilege Conference and open to CAPDHHE Conference Registrants)

**Speaker: Rinaldo Walcott**, Associate Professor, Director of Women and Gender Studies Institute, Ontario Institute for Studies in Education

Rinaldo Walcott is an Associate Professor at the Ontario Institute for Studies in Education and the Director of Women and Gender Studies Institute; he is also a member of the Graduate Program in Cinema Studies of Faculty of Arts and Science at the University of Toronto. His teaching and research is in the area of black diaspora cultural studies and postcolonial studies with an emphasis on questions of sexuality, gender, nation, citizenship and multiculturalism.

From 2002-2007 Rinaldo held the Canada Research Chair of Social Justice and Cultural Studies where the Social Sciences and Humanities Research Council of Canada, the Canadian Foundation funded his research for Innovation and the Ontario Innovation Trust. From January 2010 to June 2010 Rinaldo was Senior Research Fellow at the Warfield Center for African American Studies and the Department of African Diaspora and African Studies at the University of Texas at Austin. Before joining OISE UT Rinaldo was Associate Professor in the Division of Humanities, at York University. While at York, he serviced as the Graduate Program Director of Interdisciplinary Studies.

Rinaldo is the author of *Black Like Who: Writing Black Canada* (Insomniac Press, 1997 with a second revised edition in 2003), he is also the editor of *Rude: Contemporary Black Canadian Cultural Criticism* (Insomniac, 2000). As well, Rinaldo is the Co-editor with Roy Moodley of *Counselling Across and Beyond Cultures: Exploring the Work of Clemment Vontress in Clinical Practice* (University of Toronto Press, 2010). Currently, Rinaldo is completing *The Long Emancipation: Moving Towards Freedom*. Additionally Rinaldo is co-editor with Dina Georgis and Katherine McKittrick, *No Language Is Neutral: Essays on Dionne Brand in Topia: The Journal of Canadian Cultural Studies*. Rinaldo is the General Editor of *Topia* as well. He is also the author *Queer Returns: Essays on Multiculturalism, Diaspora and Black Studies* (Insomniac Press, 2016).

As an interdisciplinary black studies scholar, Rinaldo has published in a wide range of venues. His articles have appeared in journals and books, as well as popular venues like newspapers and magazines. He often comments on black cultural life for radio and TV. Rinaldo received his PhD. from OISE the University of Toronto in 1996.

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**See you at next year's CAPDHHE Conference in Montréal!**