



CAPDHHE

 Canadian Association for the
Prevention of Discrimination and
Harassment in Higher Education

ACPDHME

 L'Association canadienne pour la
prévention de la discrimination et ou
harcèlement en milieu
d'enseignement supérieur

Wednesday, May 20, 2015

Day 1

8:30 am to 10:15 am

Opening Ceremony: Elder Laureen Waters

Opening Remarks: Dr. Christopher Whitaker – President & CEO Humber College

Keynote Speaker: Candy Palmater

Title: Adversity & Self Love: The Road Less Walked

Candy is a proud Gay, Mi'Kmaq woman who is a lawyer, professor and professional comedian, actor, writer and International speaker. She has her own award winning national television series on APTN called The Candy Show, where she and the show has earned a series of Awards & Nominations – Canadian Screen Award Nominations, East Coast Music Award nomination, Aboriginal Peoples Choice Music Award Nomination, Nova Scotia Music Award Nomination and consistently is voted #1 Comedian in Halifax by The Coast Viewers Break.

Nutrition Break - 10:15 am to 10:25 am

Morning Sessions - 10:30 am to 11:45 am

Title: Implicit Bias and Micro-Aggression in Higher Education: Systemic and Systematic Analyses of Organization(s) Development

Presenter: Lisa Coleman

Code: 001

Location: Gerrard Room

Session Description

Despite movements to end discrimination, stark disparities continue to define university life. As research reveals, discrimination is informed by stereotypes, biases and micro-aggressions that are reinforced by years of social-cultural/political patterns of discrimination. Through an examination of scholarly work, this presentation will assist university leaders in identifying bias-laden infrastructures and enable participants to re-configure current structural practices and policies.

Title: Are You an ALLY? Being an ALLY to Racialized People

Presenters: Irit Kelman & Narina Nagra

Code: 002

Location: Baker Room

Session Description

This interactive workshop is a shortened version of Mount Sinai Hospital's *Are you an ALLY to racialized people?* Participants will view a video to hear first-hand accounts of racism; explore how being an ALLY can make a difference; learn about privilege and systemic barriers in everyday life; discuss the importance of interrupting discrimination; and practice being an ALLY. For participants interested in contributing to an improved working and learning environment for racialized people.

Title: Participatory Leadership for Social Change

Presenters: Donna Lester-Smith, Jenica Frisque & Rachael E. Sullivan

Code: 003

Location: Mountbatten Salon

Session Description

Based on our experiences with participatory methods at the University of British Columbia's Okanagan and Vancouver campuses, in this session we will explore Participatory Leadership practices for inviting and hosting transformative conversations in community and post-secondary settings (example: using the participatory method, "Pro-Action Café"). Through an interactive, 'how-to' workshop, you will learn skills to build effective core teams and partnerships, and create innovative solutions that include diverse voices in their co-creation.

Title: Intersecting Identities and Navigating Religious Pluralism on a Secular Campus

Presenter: Richard Chambers

Code: 004

Location: Windsor Room

Session Description

The workshop will invite participants to articulate an ethical framework for inclusion, secularism, religious accommodation and spirituality in the context of students' intersecting identities, be it gender, sexual orientation, racialized and religious. Research from the Ontario Human Rights Commission regarding "conflicting human rights" and promising practices for provision of reasonable religious accommodation will be examined. Through participatory case studies and storytelling, questions raised and lessons learned from engaging religious diversity at the University of Toronto will be critiqued.

Lunch: 12:00 pm to 2:00 pm
Location: Mountbatten Salon

12:45 pm to 1:45 pm
Title: Employment Equity Panel: Strategies for Action
Moderator: Patrick Case
Panelists: Carl James, Daina Green & Milé Komlen
Location: Mountbatten Salon

Afternoon Sessions - 2:00 pm to 3:15 pm

Title: Dress 4 Campus Access: A Critical Conversation about Intersectional Gender Identity & Gender Expression

Presenter: Tomee Elizabeth Sojourner

Code: 005

Location: Baker Room

Session Description

As human rights practitioners, we are in a timely position to engage in a critical conversation about intersectional forms of gender identity and gender expression. During this interactive and gently facilitated session, participants will discuss:

- Tensions between on campus access for all and intersectional forms of gender identity and gender expression; and
- The different ways personal perspectives on gender identity and gender expression inform, and in some ways shape, how we engage members of our campus communities who self-identify as, or are, perceived to be gender non-confirming.

Title: Disrupting Oppression in the Classroom and Disrupted Classrooms

Presenter: Nicole S. Bernhardt

Code: 006

Location: Windsor Room

Session Description

The inclination to provide conflict-free classrooms can result in silence on issues of discrimination. Engaging in critical conversations about intersecting oppressions requires courage and the willingness to risk exposing students to discomfort, in order to avoid reproducing these structures within the classroom. This workshop provides strategies for promoting a supportive, respectful and empowered student community capable of engaging in critical anti-oppression conversations.

Title: Hollaback! Addressing Street Harassment on Campus

Presenter: Jessica Prominski

Code: 007

Location: Gerrard Room

Session Description

Catcalls, whistles, leering, comments about one's body, groping, stalking exist on campus. Imbalances of power within institutions of higher education are reinforced through street harassment and public violence. Hollaback! raises awareness and provides tools to encourage people to feel safer in their communities. Jessica, director of Hollaback! Hamilton, will share results of a survey about street harassment at McMaster University and will highlight Hollaback!'s in communities.

Title: Centring Our Stories: Moving from the outside in

Presenters: Kesa Munroe Anderson, Susan M. Brigham & Sylvia Parris

Code: 008

Location: Mountbatten Salon

Session Description

Drawing on Africentricity and Critical Race Theory as well as two qualitative research projects which involved learners of African descent, we will engage the audience in a session on how the postsecondary sector can shift its landscapes of human rights work. We will demonstrate how higher education can be more inclusive when grounded in storytelling, voice, community, identity, and social justice to end all forms of discrimination and move towards the ultimate goal of inclusive quality education for all individuals.

Nutrition Break - 3:15 pm to 3:30 pm

Late Afternoon Sessions - 3:30 pm to 4:45 pm

Topic: Diversity, Change and Conflict Management

Presenter: Catherine Peters

Code: 009

Location: Baker Room

Session Description

This session will explore the ways in which diversity can generate conflict between the members of post-secondary communities, consider the legal principles governing the interactions between community members and any conflicts that may arise, and discuss best practices for resolving these conflicts in a way which will promote greater understanding and respectful relations between community members in the future.

Topic: Educate, Entertain, Enrich: A Canvas for Social Change

Presenter: Alan Faigal

Code: 010

Location: Windsor Room

Session Description

Authenticity, integrity and agency often surface in the face of adversity: not in spite of but because of it. This foundation of Urban/Hip Hop dance and Anti-Bias has been the philosophical pillars which have informed Alan's dance career as well as his practice as a University Professor.

Alan's 3 pillars of Well-Being:

1. Sense of Self
2. Resiliency
3. Having a network of support.

Using a combination of anecdotes, written texts, discussion, interactive movement activities and resource sharing, come experience how creativity can be the medium of self-advocacy and community outreach.

Topic: A Politics of Mental Health as a Human Rights Issue

Presenters: Jenna Reid, Jijian Voronka, Lucy Costa, Sarah Snyder

Code: 011

Location: Mountbatten Salon

Session Description

This panel situates madness within the context of the neoliberal university and a globalizing mental health literacy (MHL). The papers specifically look to how madness, Mad people, and Mad people's knowledge are positioned in the university classroom, on the university campus, and within local and international community discourse. Together, these papers challenge the singular version of MHL that works to reinforce biomedical understandings of madness and negate Mad people's experiences of oppression. The research presented on this panel is timely given the growing trend of implementing this western biomedical MHL, both locally and globally, in the name of human rights.

Topic: Institutional Change and Social Justice: Developing an antiracist education framework for postsecondary institutions especially in rural Canadian regions

Presenter: Krista Pearson

Code: 012

Location: Gerrard Room

Session Description

The pervasiveness of systemic racism in postsecondary education gets little-to-no attention unless in response to overt racist actions. Canadian postsecondary leaders need to put antiracism at the top of their institutional agenda. This interactive session starts with a review of research on the role of senior leaders and institutional racism, and then participants discuss and explore the implementation of an antiracist education framework for the postsecondary environment.

Nutrition Break - 4:45 pm to 5:00 pm

Evening Session - 5:00 pm to 6:15 pm

Panel: The Future of Addressing Sexual Violence on University & College Campuses

Presenters: Farrah Khan, Meranda McLaughlin & Charlene Y. Senn

Moderator: Margot Coulter & Pascale Poudrette

Code: 013

Location: Mountbatten Salon

Session Description:

Universities and colleges are navigating increasingly complex terrain in addressing sexual violence on campuses. Through the involvement of diverse staff, student and faculty from a wide range of disciplines and roles, many universities and colleges are developing new frameworks and practices to address sexual violence with the campus community. This panel welcomes experts to highlight where we are going in redefining how sexual violence is understood and best responded to on campuses across the country. Key areas of focus include: identifying research-supported practices in preventing sexual violence, institutional policies and expectations in addressing and reporting sexual violence and effective avenues in handling disclosures of sexual violence. A particular focus will be place on the role staff working in the field of equity, inclusion and human rights can play in this work.

Thursday, May 21, 2015
Day 2

8:30 am to 10:15 am

Opening Remarks: Dr. Angela Hildyard - Vice-President of Human Resources and Equity, University of Toronto

Keynote: Dr. Denise O'Neil Green
From PC Police to Change Agents: expanding the role of Human Rights Practitioners to Advance Institutional Change

Denise is the inaugural Assistant Vice-President/Vice-Provost Equity, Diversity and Inclusion (EDI) at Ryerson University. Her mandate is to provide senior leadership, spearhead EDI education initiatives and address systemic barriers among the academic and administrative functions of Ryerson, as well as create a visible presence for EDI.

Nutrition Break - 10:15 am to 10:25 am

Morning Sessions - 10:30 am to 11:45 am

Title: AODA in Ontario: Is it Working?
Presenters: Jessica Bowen & Bharat Saini
Code: 014
Location: Gerrard Room

Session Description:
Accessibility requirements under the Accessibility for Ontarians with Disabilities Act (AODA) have taken effect on an on-going basis since 2010. This session will provide a critical analysis of how those requirements have worked to help or hinder accessibility initiatives in the post-secondary sector. Implementing the requirements to achieve the goal of the AODA - a fully accessible Ontario - requires institutions to move beyond compliance.

Title: Increasing Meaningful Participation of Aboriginal Peoples at Postsecondary Institutions
Presenter: Sheila Cote-Meek
Code: 015
Location: Mountbatten Salon

Session Description:
Session participants will gain an increased understanding of how Aboriginal peoples

continue to be racialized in postsecondary institutions and will also gain an understanding of strategies to mitigate the racialization of Aboriginal peoples.

Title: Towards a More Diverse Faculty and Staff: What's Stopping Us? Critical Conversations on Hiring Practices.

Presenter: Maureen Brown

Code: 016

Location: Baker Room

Session Description

Why isn't there more diversity in academic institutions? Is it because diverse talent is not available...or is it being overlooked? What does equity in hiring really mean? Using the proprietary Driving Change Diagnostic Tool, workshop participants will first reflect on their own institutions' practices, then use their findings as the basis for discussion to follow.

Title: 'Addiction' Research, Academia and (Self-Identification): Critical Drug Studies, Coming Clean, and the Tactical In/Visibility of Drug/Service Users in Postsecondary Education

Presenter: Christopher Smith

Code: 017

Location: Windsor Room

Session Description

The notion of 'coming clean' as an active or recovering substance user within the academy is, however, still largely considered a form of career suicide. Drawing from a decade of ethnographic fieldwork among people who use drugs, this paper considers both the role of drug/service users in academic research, as well as the conspicuous absence of drug/service users within the academy. Exploring the politics of addiction research, this work places explicit focus on the real and potential role of drug/service users as both researcher and research subject, concluding with recommendations for destigmatizing drug/service use/rs within academia.

Lunch: 12:00 pm to 2:00 pm
Location: Mountbatten Salon

12:45 pm to 1:45 pm
Title: Strategy for Eliminating Racial Discrimination
Presenter: Lee Maracle

Afternoon Sessions - 2:00 pm to 3:15 pm

Title: Equity and Inclusion in Post-secondary Education: Comparative Perspectives

Presenter: Colleen Sheppard & Hilal Kuspinar

Code: 018

Location: Windsor Room

Session Description

This paper explores the legal dimensions of the debates regarding affirmative action and education equity from a comparative Canadian and US perspective.

Title: What's Next for Positive Space?

Presenters: Glenn Walsh, Vivek Shraya & Anne-Marie Long

Code: 019

Location: Mountbatten Salon

Session Description

Intended for delegates who are actively involved and/or are stakeholders in Positive Space (PS) program design and delivery, this interactive session will explore questions of content, resource/staffing, and responsiveness to the communities that are impacted by PS initiatives in Canadian postsecondary institutions. Participants can expect some analysis of the range of existing programming, some suggestions of promising practices, and, if time allows, an opportunity to share their experience and suggestions for future directions. Please bring your successes and challenges for discussion.

Title: Anger for Change: Student Activism on University Campuses

Presenter: Laura Mae Lindo & Lynn Kane

Code: 020

Location: Gerrard Room

Session Description

This session explores student activism on postsecondary campuses with a specific look at student responses to microaggressions and racism (both overt and covert) in both the university and broader community. How can we as "critical friends" in this activist work better support our student body? What can be done to bring together others on campus (e.g., Special Constables, Senior Administrators etc.) to both ensure that student voices are heard by those in positions of power? Most importantly, how do we harness our collective anger at systemic discrimination in order to embark collective on a path to co-create more sustainable change?

Title: Best Practices in Post-Secondary Hiring: Addressing Unconscious Bias

Presenter: Tana Turner

Code: 021

Location: Baker Room

Session Description

We all hold unconscious biases that get triggered automatically and result in making quick judgments and assessments which influence our hiring decisions. This session will explore the role of unconscious bias in the hiring process. We will examine what organizations are doing to minimize unconscious bias in the hiring process in order to create a more diverse workforce.

Participants are asked to take an Implicit Association Tests prior to the session: <https://implicit.harvard.edu/implicit/>

Nutrition Break - 3:15 pm to 3:30 pm

Late Afternoon Sessions - 3:30 pm to 4:45 pm

Title: Making York University REDI (respectful, equitable, diverse and inclusive)

Name: Noël A. J. Badiou

Code: 022

Location: Windsor Room

Session Description

With the goal of effecting institutional change, over the past 2 years, York University's (YU) Centre for Human Rights (CHR) collaborated with YU's IT unit to create 2 tools to support its program objectives:

1. Online REDI tutorial that uses interactive training methods to teach the YU community how to better identify and prevent harassment and discrimination based on human rights legislation and policies.
2. A customized case management database that enables CHR staff to better track and report on human rights cases brought forward to them.

The session seeks to profile these tools and their utility, and the collaborative process undertaken to produce them.

Title: Navigating student activism on the Palestinian-Israeli Conflict: An Open Discussion

Presenters: Vilma Rossi & Tanya (Toni) De Mello

Code: 023

Location: Baker Room

Session Description:

University campuses are vibrant spaces inhabited by engaged and passionate students from all social and geographic locations many of whom are committed and passionate about effecting social change locally and globally. At the same time, many of the issues that students as well as other members of the campus grapple with can be challenging and may involve conflicting visions and politics and seemingly conflicting rights and

priorities. The Palestinian-Israeli Conflict is one such issue and it resonates deeply with students who have familial and historical ties to the Middle East as well as those that are passionate about the issue for various political, social or personal reasons. As human rights practitioners, how have these issues been navigated on your campus? What role have you played in fostering a safe and open discussion on this issue? How have you defined safety? What are the issues that students raise and the demands that they make? What do you do when these issues impact other areas of student life?

This is not a workshop where participants will debate the merits of different positions related to the Palestinian-Israeli conflict. This is a workshop where participants will share insights and strategies that have been effective in ensuring that students have access to safe spaces for discussing a highly complex and emotionally volatile situation that matters deeply to them.

At the end of this workshop, participants will have gained insight, deeper awareness of issues and strategies for navigating this complicated debate on campus.

Title: Conducting Workplace Assessments: A Proactive Approach to Conflict Resolution

Presenter: Cory Boyd

Code: 024

Location: Gerrard Room

Session Description

Have you ever wondered how to address issues in the workplace before a formal complaint has been made? Do you struggle to connect with and gather information from your employees or students about their concerns? Are you interested in a proactive approach to identifying the root cause of conflicts and issues in your workplace? If so, this session is for you. Participants will receive a template for conducting effective and informative workplace assessments, as well as practical advice relating to each stage of the process, that will allow them to identify issues in the workplace and develop solutions before the issues become more serious and disruptive.

Title: Privileging “alternative experiences”: Enhancing classroom/academic/work climates for educators and staff of colour

Presenters: Melissa Redmond, Steven Solomon & Kenta Asakura

Code: 025

Location: Mountbatten Salon

Session Description

Given that issues of race and racism are not limited to teaching roles and acknowledging research suggesting that despite organizational benefits, faculty of colour often experience individual and individualized challenges related to race and racism, this session seeks to expand this critical conversation to include staff of colour in post-secondary institutions. In order to privilege the experiences of people of colour, participants will be organized by self-identification as people of colour and white allies; a teaching/discussion method recommended for racial dialogue.

Friday, May 22, 2015
Day 3

8:30 am to 10:00 am

Opening Remarks: Dr. Sara Diamond, President and Vice-Chancellor, OCAD University, O. of Ont., RCA.

Greeting from The Ontario Human Rights Tribunal: Yola Grant, Associate Chair of the Human Rights Tribunal of Ontario.

Keynote Speaker: Angela Davis
Title: The Limits of Diversity: Radical Transformation in Higher Education

Through her activism and scholarship over the last decades, Angela Davis has been deeply involved in a quest for social justice. Her work as an educator – both at the university level and in the larger public sphere – has always emphasized the importance of building communities of struggle for economic, racial, and gender equality. She is Distinguished Professor Emerita of History of Consciousness and Feminist Studies at UC Santa Cruz, and the author of nine books, including her most recent book of essays called The Meaning of Freedom.

Nutrition Break - 10:00 am to 10:15 am

Annual General Meeting - 10:20 am to 11:50 am

Canadian Association for the Prevention of Discrimination and Harassment in Higher Education

Closing Ceremony - 11:50 am to 12:00 pm
Elder Laureen Waters