

Community Safety Council

Meeting Minutes

October 23, 2017

9:30am-11:30am

280N York Lanes

In attendance: Lorne Foster (Chair), Dominic Ong (Vice-Chair), Aldo Altomare, John Amanatides, Amal Awini, Melissa Belisle, Robert Castle, Michael Charles, David Coward, Teresa DuCroix, Nicholas Filicetti, James Guthrie, Andrea Kosavic, Awani Kulkarni, Sébastien LaLonde, Andrew Little, Michael Mahon, Rachel Mansell, Ijade Maxwell Rodrigues, Ross McMillan, Aerilyn Medina, Naomi Norquay, Sajeth Paskaran, Chantal Persad, Pablo Ramos, Jamie Russell, Samina Sami, Susan Seaby, Elana Shugar, Sean Siddick, Bob Smith, Jelena Stakic, Cheryl van Daalen-Smith, Estair Van Wagner, Marc Wilchesky, Terry Wright, Janice Walls, Sheila Wilmot, Patricia Yeboah

Guests: Rhonda L. Lenton, Joanie Pritchett, Jessica Thyriar

Regrets: Habbiba Ahmed, Christina Amico, Pascal Arseneau, Saptarishi Bandopadhyay, Katherine Branton, Amenda Chow, Dasola Dina, Paul Elliot, Scarlett Farquhar, Debbie Hansen, Amanda Hickman, Kat Kahnert-Wolchak, John Mayberry, Anne Moore, Peter Mumford, Lillian Nguyen, Lesley Powell, Helen Psathas, Roshni Raveenthiran, Brendan Schulz, Steve Sicluna, Trevor York, Maiesha Zarin

Chair's remarks:

The Chair welcomed the Council to the 2017-2018 academic year. He introduced himself as the incoming chair and thanked Dr. Lenton for appointing him to this position. Chair Foster noted the important role that the Council plays at the University in advancing safety.

President's remarks:

President Lenton gave remarks to the Council. She noted that she had the opportunity to read last year's annual report and thanked Council members for their contributions. The University is committed to social justice and it needs to ensure that people have access to high quality education. The University's academic plan highlights five values: excellence, progressive, inclusive, sustainability, and social justice. These values underpin all of the University's planning documents. The President identified four fundamental pillars that will mark her term which include: access, connectedness, impact and excellence. York University views excellence through the lens of inclusivity. It

has a thoughtful and inclusive perspective of safety. The President thanked the members for their enthusiasm and willingness to participate on the Council. Dr. Lenton thanked the previous Chair of the Council, Janet Mosher, for her hard work and service. She thanked Lorne Foster for accepted the role of Chair for the 2017-2019 term. She noted his expertise in public policy formation, social innovation, as well as, ethnicity, race, human rights, liberal market, social policy and the intersection between them.

Meeting minutes:

The minutes of March 20, 2017 were moved and seconded. The motion was carried and the minutes were approved as presented.

Student Sub-Committee Overview and Vice Chair Election:

Chair Foster requested that students interested in running for the position of Council Vice-Chair nominate themselves for the position. Dominic Ong, one of the Community Safety Council's student representatives, was acclaimed to the position of the Vice-Chair for the 2017-2018 academic year.

Update on Sexual Violence Policy and Implementation:

Jessica Thyriar, Education and Training Specialist and Joanie Pritchett, Dispute Resolution Advisor in the Office of Student Community Relations (OSCR) provided an update on the sexual violence policy. For further information, please see the attached presentation.

Discussion followed the presentation. Key points included:

- The definition of staff in the policy.
- The consent play on York orientation day will be broadcasted and used as a teaching tool. A website is being developed for the response centre and will be launched in February 2018.
- A centre will be established on the Keele Campus. Glendon will be supported through the centre's partners in the Student Affairs department at Glendon College.
- It was suggested that business cards with information on the centre could be included in classroom drawers.
- A council member expressed concern regarding [sexual violence](#) training for contract faculty. [In the past, CUPE 3903 has expressed interest in receiving this training but is missing from the SVRO training list. It was mentioned that references to faculty and staff at the University often exclude CUPE 3903.](#) Jessica from OSCR noted that the centre has and will continue to reach out to all

employee groups. The centre is happy to meet with teaching assistants and contract faculty separately, if there is interest.

- The centre is working with Siva regarding training for staff members who work in the Student Centre. It was requested that business information cards be made available in the Student Centre.
- The location of the new Sexual Violence Response Office (SVRO) is to be announced in the upcoming weeks. It will be in a central area on campus and accessible. It is not in an obvious location in order for survivors to feel comfortable going to the space. It is accessible to wheel chair users.

Jessica and Joanie distributed fidget spinners, pens, and wallet card holders to Council members in attendance that includes information on the SVRO.

Community Safety Discussion:

Council members had the opportunity to report on any safety concerns or feedback that they have heard from the community.

A council member expressed that they are pleased with the University's ongoing efforts to increase support to survivors of sexual violence. The participant noted that they want the University to be zero tolerance. A member responded noting that the University is never going to say that it will end sexual violence but that there is a way to communicate that it is wrong and not tolerated at the University. There was discussion on the idea of restorative justice versus zero tolerance. Sexual violence now includes sexual harassment as it relates to students and the Centre of Human Rights, Inclusion and Equity (CHRIE) is working on education tools with the SVRO on consent issues to make sure both offices are aligned.

It was mentioned that MBA students at the Schulich School of Business developed a "Manbassador" program that involves male students who want to take action against gender-based violence and who want to help transform the culture on the University campus.

Information on the Active Bystander Program will be on the new SVRO website that will be launched on October 23. The training sessions target different groups on campus and the organizers work with the various constituent groups to ensure the training is relevant for the participants.

The York community is informed on incidents that occur on campus through a security bulletin structure. The University communicates with entire community if there has been a serious incident that represents a risk to the community. Communicating

incidents that have an impact on community safety have led to the successful identification of perpetrators. The Community Safety Department has conducted over 80 consultations with community and there are concerns with the bulletin process, including how the bulletins are written, the overall approach and follow-up communication. Part of the Community Safety Department's strategy will include reviewing the entire bulletin process. Statistics are made and reported on safety incidents that take place on campus. Anyone can conduct a ten year analysis of safety-related statistics. The caveat in the data is that the information included is only what is reported to the University.

There was a discussion on prospective student's parents and perceptions of the Keele campus being unsafe. A suggested way to respond to these concerns is to explain that incidents near Ryerson and U of T are often attributed to main intersections opposed to the institutions themselves. Since York is the main landmark in North York, incidents are cited as being near York U. Community members can also inform folks about the security measures that exist on campus. In addition, on the Toronto police website, York has lower than average crime in comparison to the rest of the city. It was noted that stereotypes can only be counteracted through sharing facts.

The College Council Presidents are concerned with accessibility issues to buildings after normal operating hours. It is a safety concern for students because individuals, who study late, have rehearsals, are involved in performances or are attending an event do not have access to buildings where there is College space. It was highlighted by the student representative that students should have access to buildings at any time. Some Council members expressed that opening all of the buildings twenty-four hours would cause a different security issue. Samina noted that she has met with the college presidents, is currently briefing with the Office of the Vice-President Finance Administration and meeting with the Vice-Provost Students to discuss further.

Community Safety Update

An incident took place on campus during the meeting and as a result, a number of the Community Safety Department team members left the meeting to respond to the issue. Susan Seaby provided an update on the Community Safety Department on Samina Sami's behalf. The department undertook a consultation process in order to get input on safety and guidance on the direction of the department's work moving forward. Input was provided from students, staff and faculty groups. Two consultations were conducted with the Council. Mikhaela will share the draft strategic goals from the safety department with the Council. Communication was identified as a big issue throughout the consultations in addition to program evaluation. How does the University measure

its progress in relation to safety? The Community Safety Council provides a broad perspective on safety issues and can provide input on a number of safety initiatives.

Facilitated Discussion re: CSC Mandate:

The Council needs to determine how it relates to the Community Safety Department moving forward and review its mandate. The Council members were invited to participate in a discussion that was facilitated by Suzanne Killick from Human Resources. The questions that framed the discussion included:

1. In what ways could the Council enable the Community Safety Strategy and implementation of that Strategy?
2. How should the focus of the working groups be generated?
3. How could the recommendations evolving from the Working Groups be linked to the work of the Community Safety Department?

Participants were invited to debrief on their discussion with the Council. Key discussion points included:

Question 1 Responses

- The Council could provide feedback and advice to the department on various initiatives;
- The Safety Audit Committee could help monitor the implementation of the strategic plan;
- Institutional expertise and resources could be linked to the Council to better inform discussion and direction including access to safety data and research.

Question 2 Responses

- Campus surveys could be conducted to determine priorities for students, faculty and staff that the Council should focus on going forward;
- The previous working group structure worked well;
- The working groups could align with the major themes that are outlined in the strategic plan;
- The working groups could be issue based such as: changes and safety implications with the opening of the subway;
- Current workings groups are all structured around physical safety. Topics on social space, systemic issues of safety could inform working groups and they could better relate to broad areas of safety.

Question 3 Responses

- A Community Safety department member could be a part of each working group so that new recommendations could be informed and that initiatives/action items could be implemented immediately opposed to waiting for them to be approved through the formal CSC annual reporting process;
- There should be a mechanism of accountability between the working groups and department including a time limit for implementing recommendations and an implementation plan;
- The Council typically makes recommendations to the President and are not sent to the Community Safety department for endorsement. Lines of accountability need to be resolved.

The current Council recommendation and endorsement process was discussed. The working groups typically generate recommendations which are compiled into an annual report that is sent to the President. The President responds to the recommendations with approval or comments of concern. The Audit Committee tracks previous CSC recommendations to ensure that they are implemented. With the establishment of the Community Safety Department, there is a unit on campus that can implement these recommendations. The safety strategy will be released in the near future and it will be important to discuss the role that the Council plays in supporting the strategy.

Notes that were taken by Community Safety Council members were collected. The results will be reviewed and will help inform further discussion on the CSC mandate at the next meeting.

Inclusion Training

In the past, the Centre for Human Rights, Inclusion and Equity has developed training session for Council members. It has typically focused on human rights prevention and training but it has taken different forms over the years. Last year, members were asked to complete a survey to identify the issues they were most interested in discussion. A session was developed on hate and hate speech. The Centre has engaged in a lot of work to update educational offerings. This year there are five new seminar offerings which include: Challenging Organizational Structures, Understanding Freedom of Speech...@YOU, Academic Integrity and Universal Design and Recognizing Resilience in Communities. A session will be scheduled specifically for Council members on one of these topics. Mikhaela will poll the Council to determine the topic of the session.

Other Business:

A meeting participant requested that the Council ensure that the content provided to Council members is accessible and that communication is accessible. For example, there was no translator present at the meeting and there was not a formal mechanism to identify accessibility needs.

The Chair thanked Council members for coming to first meeting and noted that he looks forward to working with Dominic as Vice-Chair. Chair Foster is looking forward reviewing and discussing the Council's mandate going forward.

Adjournment:

The meeting adjourned at 11:30am.