

Office of the Diversity and Human Rights Advisor

Annual Report

For the period May 1, 2017 – March 31, 2018

INTRODUCTION

The position of Diversity and Human Rights Advisor (DHRA) was created in May 2016 and reports up through the Chief Human Resources Officer. The DHRA provides services that are confidential and impartial to all members of the Brandon University Community. The main responsibilities of the DHRA are:

- Promoting Human Rights principles and practices through the implementation of policies related to preventing and addressing discrimination and harassment.
- Implementing diversity and inclusion programs.
- Providing Education and Training to the campus community.
- Conducting investigations, workplace assessments, audits, and reporting on progress.

In this second year of the position, the DHRA focused on providing the campus community with educational opportunities around basic conflict resolution and human rights principles, better defining the role of the Diversity and Inclusion Advisory Committee and providing consultation and complaint resolution services to students, faculty and staff.

POLICY DEVELOPMENT

Discrimination and Harassment Policy and Procedures

The Discrimination and Harassment Policy and Procedures were approved by the Board of Governors in June 2017. During this time period the DHRA conducted training for the university community and solicited feedback during these training sessions as well as at 3 town hall style feedback sessions. Additional feedback will be gathered with a mind to revising the policy and procedures prior to September 2018.

Brandon University Sexualized Violence Policy and Protocol

The DHRA has been an active participant in Sexual Assault Advisory Group (SAAG) meetings throughout the year, contributing to discussions on the policy and protocol, and assisting in the writing of both documents.

COMMITTEE WORK

Diversity and Inclusion Advisory Committee

The DHRA Chairs the Diversity and Inclusion Advisory Committee (DIAC) which has as its mandate to advise the DHRA on plans and initiatives to support our commitment to diversity, inclusion and

employment equity, and to communicate and promote these initiatives. During the 2017/2018 fiscal year, this committee has recognized:

- Asian History Month (May 2017) – internet posts and library display.
- International Day against Homophobia, Transphobia and Biphobia (May 24, 2017) – screening of “One Gay City” in partnership with ACC.
- Brandon Pride Parade (June 17, 2017) – T-shirts given to BU community members marching in parade, participated in Pride in the Park in partnership with student services.
- Orange Shirt day (September 29, 2017) – buttons provided to departments/offices around the university.
- 100 Years of Loss Exhibit (September 25 – October 22, 2017) – in partnership with library and IPC, exhibit in library on the history and impact of residential schools, invitation to community, school divisions, ACC.
- Human Rights Day (December 10, 2017) – community participated in defining Human Rights – draw for passes to Canadian Museum for Human Rights.
- Black History Month (February 2018) – Big Band Dance, library display, online scavenger – draw for books by Black Canadian authors.
- International Day for the Elimination of Racial Discrimination (March 21, 2018) – social media campaign.

In addition to celebrating and recognizing these important dates, the committee:

- engaged in discussions about establishing a multi-faith prayer room on campus in partnership with BUSU, student services, physical plant and the School of Music. This space is anticipated to be operational by September 2018.
- revised the Employment Equity Questionnaire and created an accompanying FAQ document.

Sexual Assault Advisory Group

As a member of SAAG, the focus of the DHRA has been human rights issues, fairness, transparency and due process. The DHRA may conduct internal investigations and/or act as the point of contact for external investigators engaged by the university when there are complaints of sexualized violence under the Brandon University Sexualized Violence Policy.

Status of Women Review Committee

The DHRA sits on the Status of Women Review Committee (SWRC), providing updates on the activities of the SAAG group, the DIAC and other activities of the office. The DHRA has also assisted the SWRC with events such as the Women’s History Month event honouring Brandon University’s female faculty, and the International Women’s Day event which recognizes exceptional female students at Brandon University.

World University Service Canada (WUSC) Committee

The DHRA sits on the Brandon University WUSC Committee, which brings in 2-3 student refugees each academic year. The committee is involved in selecting appropriate students from application materials provided, administering funds and supporting these students through their first year at the university and beyond.

Manitoba Post-Secondary Institutions Working Group on Bill 15

The DHRA, along with the Dean of Students and the Sexual Violence Education and Prevention Coordinator, has represented Brandon University on the PSI working group for Bill 15; the *Sexual Assault Awareness and Prevention Act*. This working group consists of representatives from Manitoba's Post-Secondary institutions who plan to share resources and develop training and systems together to satisfy the requirements under the Act.

EDUCATION AND AWARENESS ACTIVITIES

Internal Workshops

During this period the DHRA facilitated

- 12 two-hour workshops on the Discrimination and Harassment Prevention Policy and Procedures, with a total of 199 participants.
- 3 two-hour Dealing with Conflict Productively workshops, with a total of 37 participants.
- 2 half-day Myers Briggs Type Indicator workshops, with a total of 17 participants.
-

New Employee/Faculty Orientation

The DHRA is involved in orienting new staff and faculty to human rights and employment equity issues.

Workshops by external facilitators

During this period the DHRA arranged for external facilitators to deliver the following training on campus:

- Becoming Trauma Informed by Klinik, a 3-hour workshop with 10 participants from BU and ACC.
- Human Rights Basics by the Manitoba Human Rights Commission, a 3-hour workshop with 22 participants.

CONSULTATIONS AND COMPLAINT RESOLUTION

The following page gives details of the types of services provided to individuals and groups at Brandon University in the areas of conflict resolution, responding to difficult behaviour and responding to complaints of discrimination and harassment.

Of the 6 internal complaints addressed during the 2017/18 fiscal year, one resulted in a University initiated Investigation by the DHRA and two resulted in investigations carried out by an investigator external to the university. Two complaints that were filed were found not to reach the threshold of discrimination or harassment. One complaint contained insufficient information to proceed with an investigation and requests for additional information from the complainant were unsuccessful.

No new external complaints were received during the period of time covered by this report. There were three outstanding Human Rights complaints still active at the beginning of the period. Of these three, two were dismissed by the Manitoba Human Rights Commission following investigation. The third remains open pending investigation by the Commission.

Office of the Diversity and Human Rights Advisor Consultation/Complaint Dashboard		May 1, 2017-March 31,2018			
Total number of Consultations/Complaints		49			
Carried over from previous period		5			
Received during the period		44			
Closed During the period		40			
Open at the end of the period		9			
Type of Activity		Number of New Cases			
Consultations – in these situations the DHRA provides support and guidance to community members on ways to address their concerns directly		33			
Group assessments – these are used in instances where it is perceived that there is more than one source of conflict in an area or there is a need for a systemic change		1			
Internal Complaints – in these situations a member of the university community has submitted a complaint in writing against another member or members of the university community in order to request an investigation and institutional action		5			
University Action – in these situations the university undertook remedial actions such as performance discussion with employees or students, shuttle diplomacy, mediated conversations or workplace or learning environment accommodations		5			
External Complaints – in these situations there has been a complaint lodged with an external body such as the Manitoba Human Rights Commission or the Manitoba Ombudsman which the University must respond to		0			
Total		44			
Complaint Type (only includes internal and external complaints)		Respondent Type (only includes internal and external complaints)			
Personal Harassment	4	Student	2	Faculty	3
		Staff	1	Institution	0
Sexual Harassment	0	Complainant type (only includes internal and external complaints)			
Discrimination/harassment based on race	2	Student	2	Faculty	4
		Staff	0		
Discrimination/harassment based on sex	0	Client type (includes all who accessed the office for complaints/consultations)			
		Student	10	External	0
		Staff	12	Faculty	22

Diversity and Human Rights Advisor

Intakes by month – Year over Year Comparison

The chart below shows the number of intakes by the DHRA during the current reporting period in comparison to the previous fiscal year. As the incumbent began in this role May 16, 2016 there are no intakes reported for April of 2016. There was an overall increase of almost 50% in intakes between 2016 and 2017, likely as a result of increased visibility of the DHRA in the University Community and thus more people being aware of the role and its responsibilities.

Spikes in numbers are to be expected during the weeks leading up to the end of term as these are high stress times for both employees of the University and its students. This is only apparent in the fall months in the data gathered to date, though April 2018 showed a similar spike in intakes to that seen below in November of both 2016 and 2017.

