



DIVERSITY, EQUITY & INCLUSIVITY SYMPOSIUM 2015

Truth, Reconciliation & Engagement

What we know, don't know & should know towards a journey of hope!

April 28th – 29th

DAY ONE: Truth

8:00 AM - 9:00 AM	REGISTRATION & CONTINENTAL BREAKFAST
9:00 AM - 9:15 AM	Opening Ceremony (Shelley Charles, Elder, Aboriginal Advisor)
9:15 AM - 9:30 AM	WELCOME & OPENING REMARKS
9:30 AM - 10:15 AM	KEYNOTE ADDRESS #1: FNMI & THE CANADIAN CONTEXT Provided by: Dr. Cindy Blackstock
10:15 AM - 10:30 AM	BREAK
10:30 AM - 12:30 PM	MORNING WORKSHOPS (Truth)
12:30 PM - 1:30 PM	LUNCH <i>A Performance by Andrew Forde (5 minutes)</i>
1:35 PM - 2:15 PM	KEYNOTE ADDRESS #2: THE SOUTH AFRICAN EXPERIENCE Provided by: Lionel Davis
2:15 PM - 2:30 PM	BREAK
2:30 PM - 4:30 PM	AFTERNOON WORKSHOPS (Truth and/or Reconciliation)

(**Note:** Workshop titles may be abbreviated on the on-line registration site.
Repeated workshops are identified with: **)

DAY ONE: MORNING WORKSHOPS

- A01** **Discovering Infinite Possibilities Utilizing a Wraparound Approach**
(Facilitators: Nicole T. Baxter, Secondary Teacher, York Region District School Board and Nadia Gulamhusein, Secondary Teacher, York Region District School Board)
- Learning to metaphorically write ones personal narrative before someone else writes it for them is an on-going struggle that many have unfortunately endured; however, by embarking on a journey of uncovering personal truths while inadvertently shedding socially ascribed labels that have thus far limited their self-awareness, lowered their self-esteem, and discouraged them from dreaming, people can emerge as triumphant prospective leaders-in-training and contributing agents of change members. Moreover, this dynamic interactive workshop will explore the power of thought and perspective in shaping ones reality utilizing an experiential learning model approach influenced by the First Nations wraparound concept.

A02 Sharing a Good Heart**

(Facilitator: Karen Hill, Director of Aboriginal Services, Ontario Association of Children's Aid Societies and Sherry Vansickle, Native Education Counsellor, Brock University)

Like most Provinces in Canada, Ontario has an abysmal history in providing Child Welfare service to First Nation children and their families. Child Welfare replaced the Residential School system as the means by which thousands of First Nation, Metis, Inuit, and Aboriginal children were removed from their parents, their communities, and their culture. This was characterized as the 60's Scoop. Today, it has been estimated that there are now more Aboriginal children in the care of a CAS, than were in the Residential School System. In 2012, the OACAS with the endorsement and support of the many of the agencies it represents embarked on a journey to explore Reconciliation between CAS's, and the Aboriginal communities it serves. The result, a document titled Sharing a Good Heart was created. The document provides a range of options to CAS to enhance FNMI community's self-determination and autonomy in decision making around ensuring the health, well-being, and safety of Aboriginal children served by child welfare.

The workshop will also explore issues surrounding missing and murdered Aboriginal women in Canada, which are both institutional and societal, involving the police, courts, and media. A critical lens will be focused on the negative and prejudicial attitudes toward Aboriginal women, who are being marginalized, targeted, and disposed of in alarming numbers.

A04 Empowering Survivors of Domestic Human Trafficking – a Specialized Approach and Promising Practice **

(Facilitator: Carly Kalish, Individual & Family Therapist, East Metro Youth Services and David O'Brien, Clinical Supervisor, East Metro Youth Services)

Domestic human trafficking is a unique phenomenon, in which supports provided for survivors need to be specialized. This topic will be explored through understanding the realities of domestic human trafficking of youth in Ontario and exploring promising practice in working with this specific population. This workshop will debunk myths and common misconceptions allowing for greater understanding and empathy for working with this population. Information will be provided on how to utilize a strengths-based approach to learn about the individualized experiences of youth who have survived domestic human trafficking, provide opportunity for knowledge transfer, and psycho-education.

A06 Spirituality: The Core of Healing and Social Justice for Aboriginal Peoples **

(Facilitator: Dr. Cyndy Baskin, PhD., Mi'kmaq and Celtic Nations, School of Social Work, Ryerson University)

For Aboriginal peoples, spirituality is connected to social justice, as each of us has a responsibility to utilize our spirituality in creating a better world. Both healing and spirituality are about action and are emerging as areas of interest within the helping professions such as social work, psychiatry and the health sciences. This workshop will explore the role of spirituality in healing and social justice for Aboriginal peoples in Canada which will be linked to other marginalized populations.

A07 Roma Reality vs. Gypsy Fiction **

(Facilitator: Gina Csanyi-Robah, Executive Director, Canadian Romani Alliance)

The Romani people are an invisible minority, vulnerable community throughout Canada that does not have much community infrastructure or support. Canadians are not aware that Roma people are an ethnic / racial group of people. They still assume that 'Gypsy' People are a sub-culture that people can enter and exit from, at will. Often European's will import the deeply entrenched dislike and prejudice that is pervasive in Europe toward Roma people. Frequently, misinformed information is shared with the public which must be challenged by Romani people themselves who have become more socially, academically, and politically active, and have essentially found a 'voice' to represent themselves. Hence, it is essential that the Roma experience be included in dialogue around persecution, racism, human rights, equity, inclusion, diversity, diaspora, and identity.

- A08** **Aboriginal Peoples and Mental Health: Colonizing through Intergenerational Trauma ****
(Facilitator: Dr. Suzanne L. Stewart, PhD. C.Psych, Yellowknife Dene First Nation, Associate Professor, Counselling Psychology Program, Special Advisor to the Dean on Aboriginal Education, Canada Research Chair in Aboriginal Homelessness and Life Transitions, OISE, University of Toronto)
Aboriginal peoples in Canada represent about 4% of the overall population yet they are highly over-represented in demographics related to mental health problems, such as having diagnoses of mood disorders, psychotic disorders, personality disorders, and cognitive deficits and impairments. Intergenerational traumas due to historical and continued colonialism are understood as underpinning much of the social inequities and health problems facing Aboriginal individuals and communities. Currently, Aboriginal mental health problems are addressed by the Canadian health care systems with non-Indigenous forms of healing, such as Western based psychiatry and psychology. Research shows these practices to be a continued form of colonization and oppression. Discussion will include identifying how culturally based approaches to mental health can be used with Indigenous peoples (and all peoples) and what the strengths and challenges of this area will be, with key issues illuminated relating to importance of context, history, and traditional knowledges as a basis to understanding Aboriginal peoples today.
- A09** **Deconstructing “Access to Justice” in Partner Violence: Systemic Barriers and Inequality faced by Immigrants Dealing with Partner Violence in Canada’s Immigration/Criminal Systems. ****
(Facilitators: Shalini Konanur, Executive Director / Barrister & Solicitor, South Asian Legal Clinic of Ontario and Deepa Mattoo, Barrister & Solicitor, South Asian Legal Clinic of Ontario)
Canadian legislation, regulations, and policies have increasingly forced survivors of violence into an adversarial legal system that does not take into account the unique and varied needs of victims. Our current criminal and immigration structures lack understanding of the complexity of multi-scale violence (occurring at various levels of family, community, society, and state) and continue to impose a Eurocentric approach to partner violence that fails to provide a meaningful engagement and/or resolution of these cases in a supportive and survivor-centered manner. This workshop highlight the issues that immigrant clients may face within the context of case studies related to conditional permanent residence and forced marriages. The workshop will also review the tools in our existing system that can be used to better serve those victims of partner violence, and will encourage advocacy for alternate resolution models that appropriately support a more survivor centered approach to partner violence.
- A10** **The African Canadian Experience**
(Facilitator: Rosemary Sadlier, O. Ont, President, Ontario Black History Society OBHS))
Canadians of African origin are often assumed to be recent arrivals and not to have contributed much, historically, to the development of Canada. While the majority of Black Canadians may well have arrived following more contemporary changes in the immigration system, there is a body of contributions, a nature of understanding and a series of stereotypes that are based on lack of information or inaccuracies. Sadly, most provincial education departments do not require that information to the contrary be offered in our schools so this misinformation continues. True engagement can only begin regarding the Black community when this basic concept is included: Black people were among the founders of this country.
- A11** **There and Back – The Good Red Road ****
(Facilitator: Cam Agowissa – First Nations, Metis and Inuit Liaison, Simcoe Children’s Aid Society)
The presentation will take workshop participants on a 520 year journey which will explore traditional lifestyles as lived through the spiritual foundation of Aboriginal peoples, the evolution from a tribal society to a marginalized, often displaced life and the courageous journey back to “the good red road”. We will examine the decimation of a family system which created strong, sustainable nations for tens of thousands of years, the motivation behind the destruction and the way back for Aboriginal peoples. The participants will gain a previously unknown and unexamined understanding of the true history of Aboriginal peoples.

A12 Crimes against Children and Internet Child Exploitation**

(Facilitators: Detective Constable Richard Gaudet, Special Victims Unit, York Regional Police and Detective Constable Brad Gallant, Special Victims Unit, York Regional Police)

The most serious criminal offences in York Region are investigated by the experienced members of the Investigative Services Bureau. The Crimes against Children Unit is a 21 –member team that investigates allegations of sexual assault, physical assault with injuries and serious neglect or abandonment of children. Members also assist other units interviewing young children and liaise with Children’s Aid Society workers. Follow along with York Regional Police’s specialized team in this workshop as they explore Crimes Against Children and Internet Child Exploitation along with the challenges and opportunities in safeguarding children in a multicultural region.

A13 Challenges to making Family Group Decision Making (FGDM) more Accessible in Child Protection **

(Facilitator: Nyron Sookraj FGC Project of Toronto, Doret Phillips, MSW, RSW, and Dr. Gordon Pon, PhD., Ryerson University, School of Social Work)

Family Group Conferencing (FGC) was legislated in Ontario as a tool for Alternative Dispute Resolution. In its evolution it is being used much more broadly as a planning tool in the work with families and children. The FGC process empowers families by promoting a collaborative and anti-oppressive process which many experience as very positive (Merkel-Holguin, Nixon & Burford, 2003; Schmid & Pollack, 2004; Waites, MacGowan, Pennell, Carlton-LaNey, & Weil, 2004). Despite the legislative support of FGC and the positive feedback from participating families, and social workers, a limited number of referrals to FGC are being made by some child welfare agencies in Ontario. We will examine some of the challenges that are preventing child welfare agencies from making more referrals to FGC and suggest some possible solutions. We will draw on the literature, work experiences and Irving and Moffatt’s (2002) postmodern positionality of not knowing to advance recommendations.

A14 Survivors of Politically and Socially Critical Zones and Local Service Provision: Critical Lessons Learnt from the Iranian Community

(Facilitators: Mehdi Shams, "No deportations to Iran" and Iraj Rezaei, Council of Iranian Refugees and Immigrants in Toronto)

This heartfelt learning experience will explore the narratives of those who were forced to flee Iran to Canada. A brief but seminal history of Iran will be imparted that centres on the conflict era. Thereafter, the departure and arrival experience to Canada will be explored along with peoples’ experiences and impressions of the Immigration and Justice sector. Namely, how do grassroots and mainstream institutions engage individuals, families and/or communities who have experienced acute trauma caused by these crises? What are some of the seminal gaps in service delivery across all sectors? This unique learning experience will offer a safe space to service providers to reflect on the reality of service users life experiences coupled with gaps in mainstream awareness and subsequent service delivery. It will suggest ways that the human service sector can engage differently towards promising practice.

A15 Children as Change Agents – How Can Children Engage Issues of Social Injustice to Create a Better World?

(Presenters: Jeewan Chanicka, Principal, York Region District School Board and Kevin Merkley, Vice-Principal, York Region District School Board)

Can 4-year-olds understand how Gender complicates the way they treat each other? Can 10-year-olds understand how issues tied to Race and Poverty affects the way they see the world? How do we engage a deeper understanding of First Nations cultures and the challenges that face First Nations people in Canada with 13-year-olds? Imagine speaking to a four year old about Gender or having a 10-year-old understand how Poverty and Race affects the way people may treat others. As adults we grapple with issues of social justice on a daily basis. How can we create the type of individuals who have a more critically conscious approach to issues of injustice? How can we help them move past awareness to taking action? These are complicated questions for adults. Even more complex is how to address this with children! If we care about making the world a better and more just place we have to think about how can we engage children in these conversations and learning to equip them to change our world for the better. Join us in exploring how we are engaging these conversations with children between the ages of 4-13 and how we are working to move

from awareness to action. Our goal is to create the type of global citizens who will go on to take action and make our world a better place.

DAY ONE: AFTERNOON WORKSHOPS

B01 Aboriginal Peoples and Mental Health: Colonizing through Intergenerational Trauma**

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B02 Deconstructing “Access to Justice” in Partner Violence: Systemic Barriers and Inequality faced by Immigrants dealing with Partner Violence in Canada’s Immigration/Criminal Systems**

(Facilitator: Shalini Konanur, Executive Director / Barrister & Solicitor, South Asian Legal Clinic of Ontario and Deepa Mattoo, Barrister & Solicitor, South Asian Legal Clinic of Ontario)

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B03 Spirituality: The Core of Healing and Social Justice for Aboriginal Peoples**

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individualized experiences of youth who have survived domestic human trafficking, provide opportunity for knowledge transfer, and psycho-education.

B06 Wiinaadmaadying (Working Together) Education Project

(Facilitators: Bryan Loucks, WE Coordinator and Instructor - Beyond the Basics, Saleha Khan, Instructor, Ontario Police College, and Sherry Huff, Huff Media Solutions)

Wiinaadmaadying (Helping One Another) is an educational project initiated and administered by Walpole Island First Nation, Bkejwanong Territories and funded through the Ontario Trillium Foundation. The goal of the project is to create training products, increase dialogue, and organizational change in collaboration with mainstream enforcement, judicial, border agencies and First Nations in Southwestern Ontario. We aim to provide more culturally responsive services through education and engagement.

B07 Culturally Integrative Family Safety Response: Beyond Cultural Sensitivity in Diversity Practice with Multicultural Communities

(Facilitator: Eugène Tremblay, Program Director, Muslim Resource Centre for Social Support and Integration, Tosha Densky, Project Coordinator, Muslim Resource Centre for Social Support and Integration)

The Muslim Resource Center for Social Support and Integration (MRCSSI) has developed programs that are designed to provide early identification and interventions to newcomer families. Our programs are designed to provide early interventions that engage and develop the capacity of mainstream mandated service providers and the capacity of the Muslim and Multicultural communities through coordinated engagement of mandated and non-mandated service providers to keep women and children safe while maintaining their inter connection with their community of origin. We will present our model of engagement and using case examples that demonstrate the key principles of what makes this model work.

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B12 Policing a Microcosm of the World

(Facilitator: Inspector Ricky Veerappan, Diversity, Equity and Inclusion Bureau, York Regional Police and Detective Mark Topping, Diversity, Equity and Inclusion Bureau, York Regional Police)

The York Regional Police (YRP) Diversity, Equity, and Inclusion Bureau (DEIB) was established to provide full-time attention to the very unique needs and challenges in policing a multicultural community. The DEIB partners with the Region's diverse communities to showcase and celebrate cultural heritage, and promote community confidence and trust through relationship building between the police and the communities we serve. The DEIB mandate includes the building and maintenance of strong police/community relations and partnerships, the monitoring and investigation of Hate Crime, coordination of the 21-member York Regional Police Hate Crime Investigation Team, including training for all members of York Regional Police on topics such as Human Rights, Diversity and] Hate Crime Investigations. Join the YRP DEIB Team as they provide an overview of Hate Crime Investigations in York Region, along with community engagement and relationship building initiatives with vulnerable groups and diaspora communities who trace ancestries to all corners of the world, while remaining vigilant of global issues and their local impact.

B13 Working with Individuals and/or families from War-Torn Areas: Critical Lessons Learnt from the Somali and Rwandan Community

(Facilitators: Hodan Nalayeh, Founder/Host of Integration TV and Chantal Mudahogora, Rwandan Genocide Survivor)

Workshop attendees will experience a vivid re-telling of individual and/or communal histories of pre- and-post conflict in both Somalia and Rwanda coupled with the journey to Canada and subsequent service sector specific experiences (e.g. child welfare, justice, mental health, education, policing, etc.). How do grassroots and mainstream institutions engage individuals, families, and/or communities who have experienced acute trauma caused by intense and sustained conflict? What are some of the seminal gaps in service delivery across all sectors? This unique learning experience will offer a safe space to service providers to reflect on the reality of service users life experiences coupled with gaps in mainstream awareness and subsequent service delivery. It will suggest ways that human service sector can engage differently towards promising practice.

B14 Children as Change Agents – How Can Children Engage Issues of Social Injustice to Create a Better World?*

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[Scroll down for DAY TWO Itinerary & Workshops](#)

[Visit us on-line for more information, registration and to select your workshops!](#)
www.ciecyr.ca

Spaces are limited!

DAY TWO: Reconciliation & Engagement

8:00 - 9:00	CONTINENTAL BREAKFAST
9:00 - 9:05	WELCOME: provided by Chief Eric Jolliffe, YRP
9:05 - 9:25	OPENING REMARKS: TRCC: THE CANADIAN EXPERIENCE Provided by: Justice Murray Sinclair <i>A Performance by Glenn Marais (5 minutes)</i>
9:30 - 10:00	KEYNOTE ADDRESS: TRC: THE SOUTH AFRICAN JOURNEY Provided by: Reverend Mpho Tutu
10:00 - 10:15	Q & A
10:15 - 10:30	BREAK
10:30 - 12:30	MORNING WORKSHOPS (Reconciliation & Engagement)
12:30 - 1:30	LUNCH
1:30 - 3:00	ROUNDTABLE CHAT
3:00 - 3:10	Closing Remarks and Farewells
3:10 - 3:30	Closing First Nations Ceremony (Shelley Charles, Elder) Symposium Concludes!

DAY TWO: MORNING WORKSHOPS

- C01 The Struggles, Challenges and Perseverance of Tamil Canadian Youth amidst the Post War Era and the Support Networks Working towards Inclusion, Well-being, and success**
(Facilitators: Initha Subramaniam of York Region District School Board and Tamil Youth Organization, and Darshika Selvasivam of YouthLink-Pathways to Education - Scarborough Village)
The Eelam Tamil (Sri Lankan Tamil) Diaspora in Canada is currently living in a post-war context. For many families, the violence of genocide is present in their lives. This violence translates into living with the struggles of mental health, political repression, and on-going violence within Sri Lanka that has deep seeded implications for the youth and families in Canada. This workshop looks at how youth have been engaged through public education and its partnered human service organizations.
- C02 What do you know of the Survivor when you know Her only in Opposition to the Lost?": A Survivor Centered Approach to Service Delivery**
(Facilitators: Rubaiyat Karim, Program Manager, York Region Centre for Community Safety and Tamika Royes, Volunteer, York Region Centre for Community Safety)
The workshop is on ethno-cultural community members with historical experiences of state sanctioned violence including violence against women and girls. The workshop will utilize the "Case Conference" model and relevant case studies to: Identify individuals, families, groups or places that are at risk of victimization, respond immediately to these situations with co-ordinated and integrated intervention comprised of the right blend of technical capabilities and service capacities, encourage and support systemic reform, improved social services and social development that will have a sustainable effect on community safety, security and wellness & Increase knowledge and awareness of social needs and solutions
- C03 Religious Accommodations in the Workplace: A framework for Understanding Development and Support**
(Facilitators: Lisa Leoni, Principal, York Region District School Board and Camille Logan, York Region District School Board)
The York Region District School Board (YRDSB) respects the right of individuals to observe religious or spiritual beliefs and practices, and the importance of responding to requests for accommodation in a manner that is respectful, appropriate, and inclusive. In order to do so, YRDSB has embarked on a new approach to Religious Accommodations in order to meet the needs of our diverse faith communities by inviting requests, dialoguing with families and working with educators to ensure that students are provided with the full curricular opportunities provided by our schools. Workshop participants will have an opportunity to review the YRDSB

framework and corresponding documents in addition to working through case scenarios that reflect the ways in which our schools and workplaces support all our students and staff.

- C04 Making it Work: Moving from LGBT Invisibility to Synthesis in Rural Communities**
(Facilitators: Haran Vijayanathan, Project Administrator, House Rainbow Resources of York Region and Jack Mohr, Men's Health Promotion Coordinator, AIDS Committee of York Region)
This workshop looks at York Region as a Case Study for the evolution of LGBT inclusion and engagement outside of Canada's urban centres. The workshop will explore the history of the LGBT movement in a rural context, while exploring avenues for inclusion taken by advocacy organizations, service providers, and governments across the region. From support services to social programming, join us as we discuss the evolution of inclusivity and best practices for creating LGBT visibility in your community.
- C05 RealTALK!**
(Facilitator: Una Wright, Founder / Team Coach, YouthSpeak Performance Charity)
Voicing the experiences of traumatized youth and exploring how to engage traumatized youth beyond the mandates of organizations/agencies. Given that story-telling is the oldest form of communication, it is no surprise that a personal story inspires, motivates, and educates in a meaningful and memorable way. A youth facilitator will share their story and a useful tool that has helped them along their journey. The narrative is sure to be riveting and capture acute forms of marginalization from lived experiences. To date, YouthSpeak has provided inspirational stories to over 130,000 students, teachers, police, parents and other caring adults in our communities and invites you to be part of this powerful movement.
- C06 A Holistic Response to Domestic Violence**
(Facilitators: Detective Sergeant Jackie Wilson, Integrated Domestic Violence Unit, York Regional Police and Domestic Violence Civilian Liaison Carolyn Brown #5706)
The Integrated Domestic Violence Unit (IDVU) is a team of specifically trained investigators who are centrally located in the York Region. They respond to reports of domestic violence involving intimate partners and review all domestic-related occurrences whether or not charges have been laid. The IDVU liaises with various community groups, including those from diverse cultures, and develop training and educational materials in efforts to prevent incidents of domestic violence. In 2013, after years of collaboration, York Regional Police partnered with over 28 agencies within the region to develop the York Region Centre for Community Safety. The centre strives to build a safer community for those affected by violence by creating an atmosphere where victims of domestic violence can access the services they need without repeatedly retelling their experiences.
- C07 Experiences of a Political Prisoner**
(Facilitator: Marina Nemat, Author of *Prisoner of Tehran*)
"I will be speaking about my experience as a teenage political prisoner in Iran, my battle with PTSD, and my work today as a writer and human-rights activist to bear witness to injustices and stand up to tyranny and violence. An African proverb says, 'As long as the lion does not have a story teller, the hunter gets the best part of the story.' Silence is a weapon of mass destruction."
- C08 Sharing a Good Heart****
(Facilitator: Karen Hill, Director of Aboriginal Services, Ontario Association of Children's Aid Societies)
Like most Provinces in Canada, Ontario has an abysmal history in providing Child Welfare service to First Nation children and their families. Child Welfare replaced the Residential School system as the means by which thousands of First Nation, Metis, Inuit and Aboriginal children were removed from their parents, their communities, and their culture. This was characterized as the 60's Scoop. Today, it has been estimated that there are now more Aboriginal children in the care of a CAS, than were in the Residential School System. In 2012, the OACAS with the endorsement and support of the many of the agencies it represents embarked on a journey to explore Reconciliation between CAS's, and the Aboriginal communities it serves. The result document titled Sharing a Good Heart was created. The document provides a range of options to CAS to enhance FNMI community's self-determination and autonomy in decision making around ensuring the health, well-being, and safety of Aboriginal children served by child welfare.

- C09 Strengthening Diversity in Your Organization: A Self-Assessment Tool**
(Facilitator: Sutha Balasingham, Program Manager, York Region Local Immigration Partnership, The Regional Municipality of York)
- The Organizational Self-Assessment Tool is designed to help organizations of all types- private, public and volunteer- better meet the needs of diverse communities. This tool can help organizations to identify and address gaps when serving diverse communities and reinforce the development of organizational policies, services, and programs that are inclusive and equitable. The tool addresses eight sections that are considered key areas of organizational responsibility: leadership/governance, service delivery, employment practices, resources and operations, contract and purchasing, communications, professional development, engaging with all sectors of the community and monitoring and performance.
- C10 Adding Insult to Injury: Examining the Role of Classism in keeping the Poor, Poor and Blaming them for what are Truly Systemic Injustices**
(Facilitators: Yvonne Kelly, Community Resource Facilitator, York Region District School Board and Kristine Carbis, Member of Equity and Inclusivity Advisory Committee, York Region District School Board, Kevin Bray, Teacher Liaison, York Region District School Board, Patti O'Sullivan, Community Resource Facilitator, York Region District School Board)
- We live in a world where Classism is an acceptable form of discrimination and where classism is used as justification for discourse and policies that marginalize entire communities, while simultaneously blaming them for their own dire circumstances. Classism is part of the fabric of society; therefore, it remains largely unrecognized. This workshop presents an alternate equity and social justice analysis with a challenge to each of us to examine our own biases and we begin by shining a light on classism.
- C11 Collective Trauma**
(Facilitator: Dr. Ezat Mossallanejad, Ph.D., Trauma/Settlement Counsellor, Policy Analyst & Researcher, Canadian Centre for Victims of Torture (CCVT))
- The multi-faceted atrocities of war and torture may traumatize an entire population– a complication named collective trauma. Collective trauma has the capacity to transfer through generations and become a tragic and accumulative phenomenon. Considering the complex nature of collective trauma and the fact that it is trans-generational, there is no magic formula for rehabilitation of survivors. It can be alleviated through cohesive community efforts such as mutual support, recognition, remembrance, solidarity, communal therapy, and massive cooperation. Addressing the problem of impunity is generally the pre-requisite for healing survivors.
- C13 The RCMP & CSIS: The Balance between Public Safety and Security with Well-Being and Liberty**
(Facilitators: Superintendent Doug Best, RCMP, Assistant Commissioner Stephen White, RCMP, Director Pat Crowley, CSIS, and Dr. Amarnath Amarasingam, PhD., SSHRC Postdoctoral Fellow, Resilience Research Centre, Dalhousie University)
- The Royal Canadian Mounted Police's (RCMP) national security activities are founded on its capability and capacity to conduct criminal investigations into national security related matters and primarily terrorist and criminal activity. Over the last number of years, the proactive and countermeasures taken against terrorism has captured the public's imagination, critique, and concern with regards to how the RCMP and the Canadian Security Intelligence Service (CSIS) conduct their operations. Some concerns are borne out of fact others out of fear, myths, misunderstandings, and/or miss-perceptions. This workshop offering provides attendees with the opportunity to receive notable information about the RCMP and CSIS as well as pose questions that are on the minds of many: How does the RCMP and CSIS engage diverse and/or marginalized communities; where does notions of community surveillance come from; what is "radicalization" or "homegrown extremism"; is it primarily a mental health based issue or one of isolation, marginalization and/or a matter of extreme ideology regardless of subject matter; how do we become more inclusive of those who feel excluded and marginalized; who is responsible for creating the environment of inclusion regardless of what the issues are---Is it the human services field, the state, families, community groups and/or their institutions? Where does the work of the RCMP and CSIS begin and end?

C14 What Does Home Mean to You? The Evolution of a Housing Response to Youth Homelessness
(Presenters: Radha Bhardwaj, Client Services Director, Blue Door Shelters and Alex Cheng, Youth Shelter Manager, Blue Door Shelters)

Life on the street is rough. For protection and shelter, youth try to get off the street and hide that they are homeless. They couch surf with friends or relatives or trade sex for survival. For homeless youth, the immediate causes of homelessness are varied and interconnected to include family breakdown, childhood trauma, mental health challenges, and violence in the home, stigma, racism, homophobia, and drug use. A shelter may be a bridge to safe housing where, in between homes, there may be respite in the cycle of homelessness. This workshop will examine the truth behind local youth homelessness and critically analyze strategies and limitations in providing effective services to this traumatized population.

ROUNDTABLE CHAT: Truth, Reconciliation & Engagement

(Moderated Panel and Q & A (April 29th from 1:00pm-3:00pm)):

Lessons learned from Canada's TRC process and others around the world (e.g. South Africa, Rwanda, etc.)

What are some of the too often hidden/unrecognized opportunities and avenues that contribute towards critical thought and healing--before, during and after the formal process ends (e.g. First Nations ways of being and knowing (e.g. conflict resolution and healing processes that have existed for thousands of years, etc.)?

Panelists

Dr. Marcia Blumberg is an Associate Professor of English at York University, Toronto and is cross appointed to Graduate Theatre and Performance Studies at York. Dr. Blumberg is quite versed in the Apartheid era and what followed which includes the TRC process. She has presented many conference papers internationally and published widely on contemporary international theatre. She co-edited a book with Dennis Walder, South African Theatre As/And Intervention and is working on a manuscript titled New Directions: Post-Apartheid Theatre in South Africa.

Dr. Cynthia Wesley-Esquimaux, vice-provost (Aboriginal initiatives), Lakehead University. An intergenerational Survivor, she serves as a Status Only Assistant Professor at the Factor-Intwentash Faculty of Social Work at the University of Toronto, an adjunct assistant professor at Carleton and Lakehead Universities, and a board member at Healthy Minds Canada. A member of the Chippewa of Georgina Island First Nation in Lake Simcoe, Ontario, she has dedicated her life to building bridges of understanding between people.

Eloge Christian Butera is an Associate Fellow with the Centre for Human Rights and Legal Pluralism at McGill's Faculty of Law and a survivor of the 1994 Genocide against the Tutsi in Rwanda. He has been active in organizing and speaking at conferences and commemorative days about genocide and human rights to raise public awareness. In April 2013, Mr. Butera was indicted as an "Honorary Witness" of the work of the Truth & Reconciliation Commission of Canada in the Québec National Event in Montréal. The term *witness* is in reference to the Aboriginal principle of witnessing, which varies among First Nations, Métis and Inuit peoples. Generally speaking, witnesses are called to be the keepers of history when an event of historic significance occurs. Partly because of the oral traditions of Aboriginal peoples, but also to recognize the importance of conducting business, building and maintaining relationships in person and face to face. For Mr. Butera, Holocaust survivor and Nobel Laureate Elie Wiesel's words "Silence encourages the tormentor, never the tormented," ring all too true.

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Registration: Your registration covers attendance for one person, the event programme, a continental breakfast, and lunch on both days and refreshments during the breaks. During the course of the symposium photographs and video vignettes/footage will be taken to document the event as well as for learning purposes. Conference registration embodies your permission to use your image for the purposes of professional development/learning and/or promotional materials.

Accommodations: We will make every effort to accommodate your needs. Please let us know if you have any special requirements, such as dietary, language, or mobility requirements.

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