



**Academic Quality**

**1. Innovative, Quality Programs for Academic Excellence**



*Encourage incorporation of EDI into courses and programs.*

Action/Strategy	Measurable/Milestone	Status
Prepare customized or customizable EDI material for incorporation into courses or programs.	Quality material is prepared in a timely manner for inclusion in curriculum proposals	 On Track
Create and provide tools for faculty that assist them in developing inclusive curriculum.	Tools created and provided to faculty to assist them in the development of inclusive teaching practices and curriculum (e.g. tip sheets, fact sheets, etc.)	 On Track

**Academic Quality**


**2. Advancing Exploration, Innovation and Achievement in Scholarship, Research and**

*Enhance CHR/REI’s contribution to human rights, equity & inclusion academic research and publication*


Action/Strategy	Measurable/Milestone	Status
Consider hiring and supporting Graduate and Research Assistants to support / undertake human rights-related research	Graduate and Research Assistants hired and supported by CHR/REI staff to undertake human rights-related research	 Progressing
Explore the feasibility of creating an EDI research network and repository of material within York.	Proposal for creating a network is finalized and promoted to academic staff. Draft repository framework prepared for academic staff. Commence consultations for launch in Fall 2020.	 On Track

**Student Success**

*Advance inclusive teaching practices among academic staff.*

Action/Strategy	Measurable/Milestone	Status
Support and train academic staff in inclusive teaching practices.	Instructional sessions and/or other tools are available to all academic staff and promoted throughout the university.	 On Track

*Expand Experiential Education opportunities within REI.*


Action/Strategy	Measurable/Milestone	Status
Expand & maintain placement relationships with faculties including HNES, Osgoode, Education Humanities Equity Studies, Schulich & Lassonde offering an experiential learning component.	Offered to 4-6 students each academic year. Students are supervised and evaluated in a timely manner.	 On Track

**Centre for Human Rights**



**PLANID:** 1099

Explore opportunity to formalize a partnership with the School of Nursing's SPML to embed experiential learning opportunities.

MOU / agreement formalized.

 On Track



***Identify potential inclusion barriers in experiential education (EE) and strategies to address them.***

Action/Strategy	Measurable/Milestone	Status
Review & update YU environmental scan of EE programs and EDI issues that have arisen.	Environmental scan is updated and considered for implementation.	 Progressing
Prepare guide to creating inclusive EE programs.	Guide is drafted and finalized.	 Progressing




**Student Success**

**4. A Student-Centred Approach**

***Advance student awareness of equity, diversity and inclusion.***

Action/Strategy	Measurable/Milestone	Status
Provide EDI training and education for student orientation.	Current student orientation training/education is reviewed and revised.	 On Track
Create & deliver a suite of training material targeted to students only.	Review undertaken and suite of offerings is developed, launched and monitored.	 On Track




***Enhance York faculty and staff compliance with human rights and inclusion requirements when serving students.***

Action/Strategy	Measurable/Milestone	Status
Create and conduct human rights presentations and seminars on key human rights, equity & inclusion topics / issues* for faculty and staff providing services to students	Presentations created and conducted for faculty and staff working with students on key human rights, equity & inclusion topics / issues*	 On Track
Create/Update online human rights and inclusion training modules with wrap-around resources for REDI participants	Online modules created and made available to students, faculty and staff on key topics and issues	 Progressing
Review and make recommendations regarding the development of York policies and procedural guidelines relating to students as well as directly with students	York policies and procedural guidelines relating to students reviewed and recommendations made	 On Track


## Integrated Resource Plan 2018-2019

### Centre for Human Rights



**PLANID:** 1099

Provide consultation / guidance to faculty and staff providing services to students on the implementation of human rights policies and procedures	Guidance provided to faculty and staff providing services to students on the implementation of human rights policies and procedures		On Track
Receive and process human rights complaints from students	Student complaints received and processed		On Track
Develop and disseminate resources on key human rights topics / issues* for faculty and staff providing services to students	Staff and faculty working with students receive resources relating to key human rights topics / issues* (e.g. tip sheets, fact sheets, brochures, etc.)		On Track



***Ensure course directors are aware of best practices for providing academic accommodation for students with disabilities.***

Action/Strategy	Measurable/Milestone		Status
Co-ordinate with Student Accessibility Services, V.P. Academic regarding reference guidelines for academic accommodation.	Guidelines is prepared and distributed to academic staff with CHR / REI input where applicable.		On Track

***Ensure student complaints and inquiries regarding human rights and equity are dealt with effectively and in a timely manner.***

Action/Strategy	Measurable/Milestone		Status
Develop service standards for responding to inquiries and complaints.	Standards are developed and system of recording them implemented.		Progressing
Investigation procedures for student complaints (including sexual violence complaints) are reviewed and revised.	Review is completed and revisions are finalized.		Progressing



***Recognize and support York student engagement in human rights work***

Action/Strategy	Measurable/Milestone		Status
Feasibility of creating and implementing a student human rights, equity & inclusion recognition program	Student human rights recognition program created and implemented (e.g. student awards, gifts, media profiling, etc.)		Progressing
Provide funding support to student engagement in human rights, including the review of CHR/REI's student fund management to better support student initiatives	Equity and Diversity Fund and Minor Academic Support Fund managed and changes to fund management made as appropriate.		Progressing

### Engagement and Outreach



#### 5. Enhanced Campus Experience

**Assist with promoting/supporting Indigeneity initiatives associated with the campus experience.**


Action/Strategy	Measurable/Milestone	Status
Assist the Indigenous council with the creation of smudging and pipe ceremony policy.	Policy is prepared and submitted to senior leadership for approval.	 On Track
Partner with the Indigenous Council to create training for faculty, staff & students in alignment with Indigenous Framework. Explore feasibility of embedding training in REDI.	Pilot the training	 On Track

**Engagement and Outreach**  
**6. Enhanced Community Engagement**


**Ensure President's Advisory Committee on Human Rights (PACHR) is meeting the University's engagement needs.**

Action/Strategy	Measurable/Milestone	Status
Review terms of reference for PACHR and its sub-committees	TORs are reviewed, discussed with the relevant bodies and suggested revisions proposed.	 On Track
Provide administrative support to sub-committees		 On Track


**Expand REI communications opportunities to engage internal and external communities in EDI matters.**

Action/Strategy	Measurable/Milestone	Status
Develop communications strategy to raise awareness within York and in the broader community.	Strategy developed and implemented.	 On Track


**Partnership with Anchor YorkU**

Action/Strategy	Measurable/Milestone	Status
Participate in Anchor YorkU Committee & sub-working groups.	Assist with their projects & initiatives	 On Track


**Recognize York staff and faculty undertaking human rights work**

Action/Strategy	Measurable/Milestone	Status
Explore the feasibility of developing and implementing a staff/faculty human rights award	Staff/Faculty Human Rights Award created and awarded	 Discontinued



**Support creation of pan-university EDI action plan.**

Action/Strategy	Measurable/Milestone	Status
Engage with CRC EDI Action Plan Committee	Attend committee meetings.	 On Track

**Support implementation of pan-university mental health wellbeing strategy.**


Action/Strategy	Measurable/Milestone	Status
Participate actively on the Mental Health Steering Committee and Wellbeing Steering Committee.	Regular attendance at committee meetings.	 On Track

**Support onboarding of new Vice President Equity, People and Culture (VPEPC)**


Action/Strategy	Measurable/Milestone	Status
Prepare detailed briefing on EDI issues at York.	Briefing material is finalized.	 On Track
Conduct research and analysis of issues as required by VPEPC.	VPEPC is satisfied with material produced.	 On Track

**Enabling the Plan**  
**7. Enabling the Plan**



**Develop high quality and effective administrative service models**

Action/Strategy	Measurable/Milestone	Status
Provide oversight and management of the Operations functions - Financial Management and Procurement, Human Resources Management, Information Technology Management, Information & Privacy Office, Security, Custodial and Corporate Communications. Management processes Operational costs savings Operational risk management	Smooth functioning of the Unit's Operations function.	 On Track


**Enhance data analytics for improved evidence-based decision making**

Action/Strategy	Measurable/Milestone	Status
Institute Information Management Systems for data collection by Operations for detailed analysis, strategic reports, FIPPA reporting requests, unit audit, SVRO Ministry of Higher Education reporting requests & Executive Director's reporting.	Robust data analytics for evidence-based planning and unit performance review.	 On Track



**Ensure education programs & case resolution services are well aligned with institutional goals and priorities.**

Action/Strategy	Measurable/Milestone	Status
Monitoring & evaluation frameworks including feedback mechanisms and related tools - develop performance measurement frameworks and tracking sheets	Education Program Performance Measurement Framework created, Case Resolution Services Performance Measurement Framework created, Feedback Tracking Sheets created	 On Track
Revise Education Program strategy and / or Case Resolution Service delivery model, if required.	Revised Education Program Strategy is developed and implemented. Case Resolution Service delivery model is implemented.	 On Track


**Ensure systems are in place to provide continuity through succession.**

Action/Strategy	Measurable/Milestone	Status
Maintain up-to-date Education and Co-ordinator transition binders	Manual is reviewed annually and updated as needed.	 On Track


**Optimize talent within REI.**

Action/Strategy	Measurable/Milestone	Status
Review positions against needs.	Organizational structure is reviewed and revised as necessary.	 On Track
Institute annual staff planning and team building retreat.	Retreat held annually.	 On Track

**Plan for long-term financial viability.**

Action/Strategy	Measurable/Milestone	Status
Review current pressures and options for addressing including transition from ancillary fees.	Review completed and strategy prepared.	 On Track

**Strengthen our communications and advocacy for York to enhance York's reputation**

Action/Strategy	Measurable/Milestone	Status
Strengthen our communications with the community through strategic reports, re-branding and participation in YU Committees	CHR / REI Annual Reports YU Joint Health & Safety Committee YU HR Exchange YU Change Management President's Div. Administrators Forum CHR/REI collaboration on YU Start CHR/REI collaboration on YU Bridge	 On Track

