



Academic Quality

1. Innovative, Quality Programs for Academic Excellence



Encourage incorporation of EDI into courses and programs.

Strategy/Action	Measure/Milestone		
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		Not 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.)		Not On Track

Academic Quality






2. Advancing Exploration, Innovation and Achievement in Scholarship, Research and related Creative

Enhance CHREI's contribution to human rights, equity & inclusion academic research and publication

Strategy/Action	Measure/Milestone		
Consider hiring and supporting Graduate and Research Assistants to support / undertake human rights-related research	Graduate and Research Assistants hired and supported by CHREI staff to undertake human rights-related research		Completed
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.		Discontinued

Student Success


Advance inclusive teaching practices among academic staff.












Strategy/Action	Measure/Milestone		
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.		Completed
Review & update YU environmental scan of EE programs and EDI issues that have arisen.	Environmental scan is updated and considered for implementation.		Not On Track
Prepare guide to creating inclusive EE programs.	Guide is drafted and finalized.		Not On Track
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.		Completed
Explore opportunity to formalize a partnership with the School of Nursing's SPML to embed experiential learning opportunities.	Partnership formalized.		Completed

Student Success

4. A Student-Centred Approach

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

Strategy/Action	Measure/Milestone		
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*		Completed

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		Completed
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		Not On Track
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		Completed
Receive and process human rights complaints from students	Student complaints received and processed		Completed
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.)		Completed
Provide EDI training and education for student orientation.	Current student orientation training/education is reviewed and revised.		Completed
Create & deliver a suite of training material targeted to students only.	Review undertaken and suite of offerings is developed, launched and monitored.		Completed
Develop service standards for responding to inquiries and complaints.	Standards are developed and system of recording them implemented.		Completed
Investigation procedures for student complaints (including sexual violence complaints) are reviewed and revised.	Review is completed and revisions are finalized.		Completed
Co-ordinate with Student Accessibility Services, V.P. Academic regarding reference guidelines for academic accommodation.	Guidelines is prepared and distributed to academic staff with CHREI input where applicable.		Completed
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.)		Discontinued

Provide funding support to student engagement in human rights, including the review of CHREI'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.



Completed

Engagement and Outreach

5. Enhanced Campus Experience

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

Strategy/Action

Measure/Milestone

Assist the Indigenous Council with the creation of smudging and pipe ceremony policy.

Policy is prepared and submitted to senior leadership for approval.



Not 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



Not On Track

Engagement and Outreach

6. Enhanced Community Engagement

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

Strategy/Action

Measure/Milestone

Prepare detailed briefing on EDI issues at York.

Briefing material is finalized.



Completed

Conduct research and analysis of issues as required by VPEPC.

VPEPC is satisfied with material produced.



Completed

Review terms of reference for PACHR and its sub-committees

TORs are reviewed, discussed with the relevant bodies and suggested revisions proposed.




Not On Track

Provide administrative support to sub-committees







Completed







Participate actively on the Mental Health Steering Committee and Wellbeing Steering Committee.	Regular attendance at committee meetings.		Completed
Engage with Canada Research Chairs EDI Action Plan Committee	Attend committee meetings.		Completed
Develop communications strategy to raise awareness within York and in the broader community.	Strategy developed and implemented.		Completed
Explore the feasibility of developing and implementing a staff/faculty human rights award	Staff/Faculty Human Rights Award created and awarded		Discontinued
Participate in Anchor YorkU Committee & sub-working groups.	Assist with their projects & initiatives		Completed

Enabling the Plan

7. Enabling the Plan

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

Strategy/Action	Measure/Milestone		
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		Not 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.		Completed
Review positions against needs.	Organizational structure is reviewed and revised as necessary.		Completed
Institute annual staff planning and team building retreat.	Retreat held annually.		Completed

Maintain up-to-date Transition Binders for all positions.	Transition binders are reviewed and updated.		Completed
Review current pressures and options for addressing including transition from ancillary fees.	Review completed and strategy prepared.		Completed
Operational Planning & Implementation: Provide oversight and management of the Operations functions - Financial Management - Human Resources Management - Information Technology Management - Information & Privacy Office - Security - Facilities - Corporate Communications Management processes, Operational costs savings, Operational risk management	Efficient functioning of the unit's Operations function.		Completed
Strategic Planning & Implementation: Participate, contribute / collaborate on - Integrated Resource Planning - YU Change Management - YU Project Benchmark - Shared Services Re-basing	Efficient functioning of the unit's Strategic function.		Completed
Institute Information Management Systems: for detailed analysis, strategic reports, FIPPA reporting requests, unit audit, SVRO Ministry of Higher Education reporting requests and Executive Director's reporting.	Robust data analytics for evidence-based planning and unit performance review.		Completed
Strengthen our communications with the community through: strategic reports, re-branding and participation in YU Committees	Annual Reports YU Joint Health & Safety Committee YU HR Exchange President's Division Administrators Forum CHREI collaboration on YU Start CHREI collaboration on YU Bridge		Completed