

DIVISION: Division of VP Equity, People & Culture

UNIT: Centre for Human Rights

PLAN ID: 1263

1. 21st Century Learning

Providing every student with an experiential learning opportunity

Action/Strategy:

Years 1-5 • Continue to offer and support annual placement opportunities for students from a variety of programs creating an inter-disciplinary learning opportunity • Participate on the Bonafide Academic & Placement Committee • Participate on the ACToN Committee • Integrate Simulated Persons Project

Measures/Metrics/Milestones:

- Years 1-5
- Student placements in place
 - End of placement student reporting on - their experiences and recommendations on engagement strategies to be used in other placements
 - Tangible student contributions to CHREI's work
 - Contribution to the development of the Resource Guide on Bonafide Academic Placement
 - Contribution to the development of video resources related to accommodation e.g. ACToN
 - Simulated Persons Project launched

Reinvent our programs to address emerging issues and labour market needs

Action/Strategy:

Year 1 • Integrate leading teaching methodologies • Enhance Anti-racism REDI series and COVID-19 & human rights workshop • Develop workshops on Family Status Accommodation, Allyship & Free Speech and 3 key emerging issues • Learn within the development of training and attend targeted professional development sessions on human rights issues to support relevancy and effectiveness Years 2-5 • Create a methodology of engagement and measurement of effectiveness • Evaluate programming offered in Year 1 and adjust based on emerging needs

Measures/Metrics/Milestones:

- Year 1
- Learning modules have been revised to incorporate teaching methodologies including best practices for online delivery, reflects current thinking and discussion on EDI theory and practice
 - Workshops developed
 - CHREI participated and incorporated lessons learned into our training modules
 - Edu. Report demonstrating integration into our programming
 - pivot to delivering workshops using virtual learning pedagogies effectively
- Years 2-5
- data gathered on enhancements of current / new programming
 - records of anecdotal information provided in-session or outside of learning sessions such as impressions, comments, experiences outside of surveys
 - Methodology to map effectiveness
 - Re-evaluated programming

Enhance and update teaching and professional development supports for all instructors

Action/Strategy:

January 2021

Measures/Metrics/Milestones:

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- Customize educational workshops and supports for community partners - faculty, staff and students
- Continue to provide instructor-specific learning opportunities

Year 1

- Established evaluation process for teaching & professional development supports, gathered through case study, anecdotal & narrative feedback on effectiveness
- Demonstrated changes in teaching and professional development supports

Year 2-5

- Enhancements to methodology and evaluation process

2. Knowledge for the Future

Heighten reliance on academia and research in educational programming and engagement work

Action/Strategy:

Year 1 • Organize Faculty Speaker Series with research focus. Identify and engage with internal academic leaders whose research and teaching align with REI mandate and service • Conduct an environmental scan

Measures/Metrics/Milestones:

Years 1-5

- Research conducted e.g. Post-Secondary EDI Scan
- Demonstrated partnerships with academics focused on Human Rights and EDI
- Speaker series held
- 1-3 recorded interviews publicly posted on EDI and belonging related issues
- Environmental scan conducted

3. From Access to Success

N/A

Action/Strategy:

Measures/Metrics/Milestones:

4. Advancing Global Engagement

N/A

Action/Strategy:

Measures/Metrics/Milestones:

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5. Working in Partnership

N/A

Action/Strategy:

Measures/Metrics/Milestones:

6. Living Well Together

Actively implement the recommendations of the recently released Cromwell Report

Action/Strategy:

Year 1 • Participate on the Implementation Working Group and contribute to the process as member of implementation team • Develop a flowchart to support Case Resolution process for faculty, students and staff • Revise Racism Policy to a Human Rights Policy • Assist in the development and delivery of associated education modules

Measures/Metrics/Milestones:

- Year 1
- Flowchart developed and used in practice
 - Workplan established
 - Racism Policy rescinded and Human Rights Policy passed by Board of Governors
- Years 2-5
- Delivery of education modules

Embrace a culture of service excellence

Action/Strategy:

Oversight and management of Strategic Planning & Analysis: • Participate and submit reports / information in support of pan-University initiatives: 1] Service Transformation, Project Benchmark 2] Shared Services Rebased 3] Cost Mitigation Review 4] Change Management Unit Lead • Contribute and report towards a shared vision by aligning the unit IRP with the UAP and divisional goals: 5] Integrated Resource Planning

Measures/Metrics/Milestones:

- Efficient management of the Strategic function
- Contributions within scope and timelines

Continue to Implement Mental Health and Wellbeing Strategies

Action/Strategy:

Measures/Metrics/Milestones:

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• Advocate with Human Resources for the creation of a single-portal name change process for name /gender changes in Human Resources records associated with gender identity

• Case made to Human Resources, with anonymized examples from case consultations and complaints received at REI
• Recognizing it is ultimately Human Resources' decision, but the objective would be an improved process that users (employees) would find less alienating and frustrating than the current approach

Enhance our virtual presence

Action/Strategy:

Year 1 • Explore, determine and employ effective social media based on current trends • Leveraging #YUBelong campaign messaging and action • Leverage partnerships with external and internal actors and showcase those partnerships through various media - events, speaker sessions • Update online resources – website, social media profiles, revise our online REDI tutorial content

Measures/Metrics/Milestones:

New social media posts, evolving training content and website updates
• Goals mapped-out for social media strategy with metrics
• Increased impact of #YUBelong, measured by impressions and re-shares or other relevant matrix
• Annual review and update of website and social media channels

Incorporate accessibility fully into our planning

Action/Strategy:

Year 1 • Share knowledge of and provide accessibility options for all education sessions to the YU community • Offer French workshops • Continue to deliver and adjust accessibility-focused learning opportunities - social media, education sessions • Offer virtual training

Measures/Metrics/Milestones:

Year 1
• French language workshops launched and evaluated
• Virtual training offered with enhanced access for people with disabilities
Year 2
• Demonstrate adjusted and integrated accessibility measures into our workshops by seeking input through surveys and anticipating needs

7. Answering the Call

N/A

Action/Strategy:

Measures/Metrics/Milestones: