

## 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 Bona Fide Academic & Placement Committee
- Participate on the ACToN Committee
- Integrate Simulated Persons Project
- Act as mentors through C4/Capstone project
- Continuation of Human Rights Praxis 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, provide student with opportunity to learn in the Human Rights Praxis Project
- 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

**Evaluation Status:**



Progressing

### 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 COVID19 & 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 training 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

**Evaluation Status:**



Completed

**DIVISION:** Division of VP Equity, People & Culture

**UNIT:** Centre for Human Rights

**PLAN ID:** 1263

## Enhance and update teaching and professional development supports for all instructors

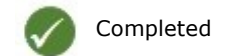
### Action/Strategy:

- Customize educational workshops and supports for YU community partners - faculty, staff and students
- Continue to provide instructor-specific learning opportunities
- Amplify faculty research that intersects with CHREI mandate
- Partner with key YU organizations to broaden scope and impact of programming on faculty

### Measures/Metrics/Milestones:

- 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

### Evaluation Status:



## 2. Knowledge for the Future

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

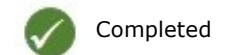
### Action/Strategy:

- Year 1
- Organize Faculty Speaker Series with research focus, identify and engage with internal academic leaders whose research and teaching align with CHREI mandate
  - Conduct an environmental scan
  - Support and engage with Human Praxis Project

### 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

### Evaluation Status:



## 6. Living Well Together

### Actively implement the recommendations of the recently released Cromwell Report

### Action/Strategy:

### Measures/Metrics/Milestones:

### Evaluation Status:

**DIVISION:** Division of VP Equity, People & Culture

**UNIT:** Centre for Human Rights

**PLAN ID:** 1263

- 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

- 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



Completed

## Embrace a culture of service excellence

### Action/Strategy:

Oversight and management of Strategic Planning & Analysis:

- Participation, preparation and submission of reports / information in support of pan-University initiatives, within scope and timelines:
  1. YU Service Transformation, Project Benchmark
  2. Shared Services Rebasing
  3. Cost Mitigation Review
  4. Change Management Unit Lead
- Aligning the unit IRP with the UAP and divisional goals, timely contribution and reporting towards a shared vision:
  5. Integrated Resource Planning

### Measures/Metrics/Milestones:

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

### Evaluation Status:



Completed

## Continue to Implement Mental Health and Wellbeing Strategies

### Action/Strategy:

- 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

### Measures/Metrics/Milestones:

- 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



Completed

## Enhance our virtual presence

### Action/Strategy:

April 2021

### Measures/Metrics/Milestones:

### Evaluation Status:

**DIVISION:** Division of VP Equity, People & Culture

**UNIT:** Centre for Human Rights

**PLAN ID:** 1263

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

- 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

 Completed

## 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

### Evaluation Status:

 Progressing