

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:

 On Track

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:

 Progressing

DIVISION: Division of VP Equity, People & Culture
UNIT: Centre for Human Rights, Equity and Inclusion
PLAN ID: 1348

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:

 Progressing

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:

 On Track

6. Living Well Together

Actively implement the recommendations of the recently released Cromwell Report

Action/Strategy:

Measures/Metrics/Milestones:

Evaluation Status:

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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

- 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

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:

Discontinued

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Oversight and management of Operational Planning & Analysis:

- Implementation of business strategy, monitoring, evaluating and advising the E.D. on operational risks. Execution and control of business functions within budget, resources and timelines:

1. Financial Management
2. Human Resource Management
3. Information Technology Management
4. Corporate Communications
5. Security Management
6. Facilities Management

- Institute new systems for efficiencies, elimination of redundancies and conceptualization of innovative solutions to emerging remote -working challenges

- Efficient management of the Operations function
- Contributions within scope, budget and timelines

Discontinued

- File re-structure & role-based management
- Migration of Shares
- IRP cloud-based accessibility for mac users
- Automation of Reception telephone access
- Knowledge-transfer to the team on capabilities & integrations of YU communication platforms to achieve maximum utilization, efficiency & productivity
- Year 1-5
- Feasibility of using an Enterprise System Module adapting the Office of the Legal Council legal files software to aid in unit repositories & social computing

Progressing

- Enhance Information Management Systems for the unit at no additional costs for improved evidence-based decision making
- Institute and maintain robust data analytics for detailed analysis, strategic reports, FIPPA reporting, unit audit, SVRO-Ministry of Higher Education reporting, E.D.'s reporting and unit performance review
- Upgrade of malfunctioning Security system

- Major Projects & Initiatives completed:
- Robust data analytics
 - Case Management System field programming & system procedural issues
 - Oversight & integrity of CHREI e-class platform
 - Year 1-5
 - Enhancements to the Case Management System for AODA compliance
 - Upgrade of the security system:
 - Unit Project 1: Access control
 - YU Project 2: Security infrastructure
 - Upgrade of all Information Technology hardware
 - * revise website

Completed

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- Receive and process human rights complaints
- Create template correspondence for: notice of investigation, notice to witness, delivery of report to decision-maker
- * Build on our knowledge around the current state and evolution of human rights principles and case law as well as procedural fairness
- Develop various forms of Respondent support as needed and develop a standard practice of offering such support

- Complaints received and processed
- Templates created and incorporated into practice by year-end
- Ensure consistency of approach by all Case
- Engage with a variety of workshops, courses and programs, to build on our base of knowledge and experience, such that we can better serve the community
- Practice in place and supports routinely offered to Respondents - practice developed of offering summary advice and consultation to Respondents and of making referrals to supports i.e. EAP, employee well-being, etc

Completed

- Assist the Indigenous Council with the creation of smudging and pipe ceremony policy and create training for faculty, staff & students in alignment with Indigenous Framework
- Explore feasibility of embedding training in REDI

- Policy is prepared and submitted to senior leadership for approval Year 2-5
- Pilot the training - to consider providing training following the Smudge Policy being developed by Indigenous Council

Discontinued

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

Evaluation Status:

Completed

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

Evaluation Status:

Completed

Incorporate accessibility fully into our planning

Action/Strategy:

June 2022

Measures/Metrics/Milestones:

Evaluation Status:

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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

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

