

DIVISION: Division of the VP Academic and Provost

UNIT: Community Support & Service

PLAN ID: 1374

1. 21st Century Learning

Make York a more attractive destination for all community members.

Action/Strategy:

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Offer innovative training opportunities with various community and external partners on the best practices on trauma informed approaches and dispute resolution alternatives

Measures/Metrics/Milestones:

Workshop for senior administrators - Trauma Informed Investigations (Understanding the Neurobiology of Trauma).

Survey participants who attend information sessions to determine community needs are met.(mach form)

Evaluation Status:

Completed

Finalize the online modules (Step 1 and Step 2) training for students, staff and faculty

.Worked with TAD to add the content which is completed to an accessible format for the entire community. There are two modules, one for staff and faculty and one for students.
Track the number of community members who completed the training through HR YU Learning (TAD) and issues certificates.

Completed

Offer Student Programming & Initiatives incorporating intersectionality into the learning outcomes

Tracking all numbers of attendees and survey attendees.

Training:
Active Bystander training (Faculty, Staff and Students)
Training on the Code and addressing conflict
Adjudication and Tribunal training
Consent Play (Virtual play and facilitated discussion)
Consent week activities (September and January)
16 Days of Activism Against Gender-Based Violence

Completed

Explore the use of the Sanctuary Model: a trauma—informed framework. Work with partners across the Division to explore how we could incorporate this into the daily work.

Engage with SCHW to assess the use of the model in the work of CSS.
Obtain a copy of "Restoring Sanctuary" Book.
CSS exploration of adopting model.

On Track

2. Knowledge for the Future

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Creation of Markham Campus

Action/Strategy:

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 Support the Division to lead an enriching student experience at Markham addressing space, organizational structure, budget, potential partnerships.

Measures/Metrics/Milestones:

Review and track case manage supports & services in Advocate to review need for satellite office and personnel.

Evaluation Status:

 Progressing

3. From Access to Success

Ensure programming is done through an intersectional lens

Action/Strategy:

Create a Step 3 module on the active bystander program for students and a separate module for staff and faculty.

Measures/Metrics/Milestones:

Working with the TAD to add the content an accessible format for the entire community.
 Track the number of community members who completed the training through HR YU Learning (TAD).
 External vendor supporting the creation of Step 3 module.

Evaluation Status:

 On Track

Elevating supports and services for the transgendered community members and non-binary.

Successful completion of events:

- The Issues and Impacts of Misogynoir: Voices of Experience (2 sessions)
- Black Femicide with Nneka MacGregor
- Consent Workshop about Identity (Speaker: Sapphire Woods)
- Intersections of Gender-Based Violence
- Consent 101 with the Queer and Connected Youth
- Broken Dreams, Broken Lives – a discussion on the Merlo Davidson report within the RCMP and how the report made 52 recommendations to address aspects of the systemic sexism, racism and homophobia embedded in the RCMP’s culture
- Finding positive spaces to celebrate
- Creating your own 2SLGBTQIA+ Self care kit
- Shades of Our Sisters (increasing the partnership in 2022)
- International Women’s Day

 On Track

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Building greater awareness of the revised code for the community at large.

Action/Strategy:

Communicate approved Code to community and provide training as needed.

Measures/Metrics/Milestones:

Code review completed
Approved Code to be distributed to community via online with limited print quantity
Launch revised code

Evaluation Status:

Completed

5. Working in Partnership

Continue to enhance and expand our internal/external partnerships across the VAW sector.

Action/Strategy:

Work with external partners on events, campaigns and tools to support community.

Measures/Metrics/Milestones:

Update and track the MOU's with external partners.

Create working group (external partners, students, staff and faculty) to review current training and educational campaigns in CSS to identify gaps or areas where to further address issues that affect marginalized community members.

Create Survivor guide to provide to community members to help identify pathways for supports, internal and external resources and best practices through an intersectional lenses.

Review with Dr. Haskell SV complaints to identify issues, ensure best practices to align with trauma informed approaches, with a specific focus on how black and indigenous parties are supported

Evaluation Status:

On Track

6. Living Well Together

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Continue to implement mental health and wellbeing strategies**

Action/Strategy:

Measures/Metrics/Milestones:

Evaluation Status:

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Informational packages for students in residence.

Informational packages for students in residence on supports and services available through CSS.

Completed

CSS information included in all YFS packages..

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Manage vaccination verification and exemption process with full wrap around services to ensure compliance and accountability.

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CPR member
UBIX training
Train CSS team on vaccine verification and exemptions using principles created by CSS -Ongoing communication with students to ensure compliance

On Track

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Verification through UBIX
Verify varsity athletes
Verify placements
Verify living community
Verify students who need a third vaccine
Verify Nursing students
Verify FOE
Follow-up and manage any issues of non-compliance

HR/Professional Development

Action/Strategy:

Reading club that is expanding our knowledge on indigenous issues, issues related to race and diversity and white privilege.

Measures/Metrics/Milestones:

Anti-racism work in a reading group with 3 different texts from January to May 2022.

Evaluation Status:

On Track

independent learning and reading component

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group activity to discuss and share thoughts and ideas to ensure that it is a reflective process.

Team members will have completed the REDI PD sessions by May 2022

Indigenous Canada course for all staff