

### Varsity Climate Report Action Plan, October 2021

Number	Recommendation	Action	Timeline for Implementation	Year-End Update
1	<b>Equity, Diversity and Inclusion (EDI) Plan</b>  Create an EDI plan to support and enhance the experience of all student-athletes. The EDI plan must include specific objectives tied to actions, measurable objectives, and a reasonable timeline to meet those objectives. The EDI plan must include measures identified in these recommendations.	Athletics & Recreation (A&R) will work with the Centre for Human Rights, Equity & Inclusion (CHREI) to second an Advisor, EDI Institutional Initiatives to establish a working group to begin developing the EDI plan.  Complete departmental policy review. Work with senior staff to set timelines. Collect best practices from other institutions.  Create and launch EDI plan.	Secondment of Advisor, EDI Institutional Initiatives October 2021 - January 2022  From November 2021 to start of Senior Advisor EDI position.  Launch EDI plan by Spring 2022.	
2	<b>Equity, Diversity and Inclusion Position</b>  Allocate resources towards an Equity, Diversity, and Inclusion staff position. A&R to seek a candidate who is racialized for the position. The individuals primary task will be to oversee and implement the recommendations set out in the review and serve as a resource and advocate for equity-seeking student-athletes.	Hire and establish Senior Advisor EDI position details (i.e. overseeing the implementation of the recommendations set out in the review, review the training and education currently offered, review policies, provide support, participate in future hiring committees, and be a resource and support for equity-seeking student athletes).	Hiring completed by January 2022.	
3	<b>Procedures</b>  Develop a Student-Athlete Policy Handbook which contains the most relevant information for student-athletes. The handbook would be the main resource for student-athletes to navigate their new world at university as a varsity athlete. It should reference and provide links to relevant policies, both internal and external. The handbook's efficacy will be enhanced if the document is interactive, easy to understand, and requisite information is aptly spread across several webpages. It is important that student-athletes are able to find information relevant to them in one place.	Create one year contract position to oversee collection of all material, research promising practices, and draft a new handbook incorporating the changes suggested in report.  The handbook's development will be supported/reviewed by a committee that includes student-athletes and the diversity they represent.	Contract position posted November 2021.  First Draft of new handbook by April 2022.  Finalize Handbook for distribution and education by August 1, 2022.  Committee composition proposed for approval to the Vice-Provost, Students (VPS) in January 2022.	
4	<b>Hazing Policy Development</b>  Review and enhance York Athletics' hazing policy to ensure identification of prohibitive activities, such as initiation that involves the consumption of alcohol, the use of social media to share pictures without one's consent, or the altering of an individual's appearance such as head-shaving. It should also be clear that active consent must be granted for any initiation activity to occur.	Director of Varsity (search underway) will review current hazing policy and make recommendations for improvements.	Consultation with students, other institutions, and review of best practices to be completed by March 2022.  Changes to the current policy to be reviewed by CHREI, Senior Advisor EDI and VPS throughout the process.  Final approval by VPS July 2022.	
5	<b>Relationship Restoration</b>  Consider a program, including mediation, facilitated discussions and agreements, centered around the experiences of student-athletes in the Department to enable the repair of the ongoing relationships within the department and among teams.	Senior Advisor EDI to create voluntary and reprisal free opportunities for student-athletes to engage with the department to share their experiences to advance the relationship within the department and across teams.	Consultation with a variety of offices such as: CHREI, Office of Student Community Relations (OSCR) and the Centre for Indigenous Student Services (CISS) to consider methods of sharing and feedback to facilitate program by July 2022.  Create schedule of opportunities with clear objectives and stated outcomes by October 2022.	
6 & 7	<b>Training Student-Athletes</b>  Ongoing mandatory, comprehensive training at the beginning of the school year for all student-athletes, along with optional workshops throughout the academic year, that address issues of consent, sexual violence, victim-blaming, discrimination, harassment, unconscious-bias, racism, anti-black racism, disability and the duty to accommodate.  Mandatory peer intervention or active bystander training to student-athletes to equip them to intervene when inappropriate behaviours occur.  Ongoing collaboration with CHREI and the Centre for Sexual Violence response, Support and Education to provide ongoing training on, and promote awareness of York's policies and resources pertaining to racism, discrimination, harassment and sexual violence.	Collaborate with CHREI, Centre for Sexual Violence Response and Student Counselling, Health and Wellbeing (SCHW) to examine previous workshop curriculum and plan and deliver next series in 2021 - 2022.  Future training to be developed by Senior Advisor EDI in collaboration with CHREI, Centre for Sexual Violence Response, Support and Education and SCHW, ensuring it is intentional and supports the creation of a safer space.	Programming for 2021-2022 to be finalized by November 1, 2021.  Framework and curriculum for future programming to be developed and finalized by August 1, 2022.	

8 & 9	<b>Training</b> <b>Coaching and Administrative Staff</b>  Mandatory annual training on issues of consent, sexual violence, victim-blaming, discrimination, harassment, unconscious-bias, racism, anti-Black racism, disability and the duty to accommodate.  Train coaching and administrative staff who provide services to student-athletes on how to appropriately respond to disclosures of anti-Black racism, discrimination, harassment, sexual violence and hazing.	Collaborate with CHREI, Centre for Sexual Violence Response and SCHW to examine previous workshops delivered and plan and deliver next series of offerings for 2021 - 2022.  Senior Advisor to collaborate with CHREI, Centre for Sexual Violence Response, Support and Education and SCHW to create plan for future training and education for coaches and staff.	Programming and training for 2021-2022 to be finalized by November 1, 2021.  Framework for future programming to be developed and finalized by August 1, 2022.	
10	<b>Increased representation</b>  Work to increase the representation of racialized coaches and administrative staff through inclusive recruitment processes.	Senior Advisor EDI working with Athletics & Recreation Human Resources Business Partner (A&R HRBP) in partnership with Central Human Resources (Job Evaluation & Compensation Services, Human Resources) and CHREI to complete a full review of hiring practices and policies, including job description creation, advertisement of position, selection panels, and the hiring process to ensure a diverse candidate pool for all positions.  Senior Advisor EDI with A&R HRBP to introduce new practices.  Review diversify of both coaching and administrative staff within one year of launching.	September 2022.  December 2022.  December 2023.	
11	<b>Information Loop</b>  Establish a student-athlete advisory committee which represents the diversity and intersectionality of all student-athletes with whom senior administration will consult on student-athlete related policies.	Committee structure and terms of reference to be developed. Committee will include representatives from the Black Indigenous Student-Athlete Association (BIVSAA), Sport Council, and team representatives.  Diversity will be reflected in the membership.	Complete committee structure and terms of reference by December 2021.	
12	<b>Information Loop</b>  Create end-of-year anonymous survey for student-athletes to complete each year.	Executive Director Athletics & Recreation to forward current survey to CHREI and the Centre for Sexual Violence Response, Support and Education to provide input.  Senior Advisor EDI to update survey.  Survey will ensure equity and inclusion related questions within teams and across the student experience so actions can be taken and progress can be tracked from year to year.  New survey launched.	February 2022 to April 2022.  April 2022 to August 2022.  November 2022.	
13	<b>Information Loop</b>  Establish exit interviews that include equity-based questions for all student-athletes who leave the varsity program before graduation.	Senior Advisor EDI in collaboration with Director of Varsity, Lead Coordinator, Student Services and Manager, Varsity, CHREI, and Academic Advising Community to create exit interview that explores reasons for leaving, experience within program, feedback for improvement and access to academic supports.  Questions to be used in 2022-2023 Season, and interviews to be conducted by Senior Advisor EDI.	Question created and implemented by October 2022.	
14	<b>Data Collection</b>  Develop, assess and maintain, evidence-based programs and initiatives that respond to the needs of student-athletes. Data should inform student recruitment efforts, access, and success strategies to address an eliminate barriers within the Department's processes. The data can also track identities when students join the varsity program, as well as those who leave the programme/York prior to graduation.	Develop plan to inform recruitment, access, supports systems and eliminate barriers.	Senior Advisor EDI to work with university census group to develop pathway by December 2022.	
15	<b>Academics</b>  Engage with a variety of academic advisors and support services to identify and provide academic support to student-athletes.  Creation of a study hall for all student-athletes.	Develop connections between the network of academic advisors from all Faculties and the current departmental academic support programs.  Develop programs to provide access to study hall across all teams.	Lead Coordinator, Athlete Services in collaboration with the Faculties, Registrars Office, etc. by April 2022.	
16	<b>Academics</b>  Develop guidelines for coaches delineating circumstances where a student-athlete may miss a practice or training to accommodate for academics.	Education for coaches on academic demands and priorities for student-athletes.	Lead Coordinator, Athlete Services to develop and implement by March 2022.	

17	<b>Building a Connection with York</b>  Promote events at York and among teams, especially those in relation to equity issues, on the Department's website and in its communications.	Assess the most effective ways to collaborate with campus partners to promote events outside of Athletics & Recreation.	Manager of Marketing and Communication (A&R) with Manager of Varsity (A&R) to engage campus partners by January 2022 to establish process (i.e. information sharing, social media campaigns, etc.).	
18 & 19	<b>Lions 4 Lions</b>  Examine ways to expand the collection of points for academic success beyond current structure.  Consider the means to award points for attending non-departmental York events.	Complete a review of current Lions 4 Lions point structure to investigate new structure including points for non-departmental events.	Manager of Sport Clubs (overseeing Sport Council) with Manager of Varsity, Lead Coordinator, Athlete Services and representatives from sport council - by May 2022.	
20	<b>Resource Allocation</b>  Increase transparency with student-athletes on the allocation of resources and decision making process.	Create a budget advisory group to be consulted annually for feedback. Group should include student-athlete representation from each team as well as BIVSAA representatives.	Implemented in February 2022 for the 2022-2023 season review.	
21	<b>Resource Allocation</b>  Consider strategies to allow York donors to contribute to a fund that would allow the Department to allocate funds at their discretion.	Executive Director Athletics & Recreation to seek approval for the creation of a new operating fund for donations.  Set priorities for the disbursement of the fund for EDI priorities and team needs. This is done in consultation with Manager of Varsity, Director of Varsity, and Senior Advisor EDI.	February 2022.  June 2022.	
22	<b>Performance Reviews</b>  Develop, in consultation with human resources, a performance matrix related to equity diversity and inclusion for coaching and senior leadership in the Department, Staff to be supported by a learning plan to promote a culture of equity, diversity and inclusion.	Vice-Provost Students Executive Director, Resources & Strategic Planning will develop matrix in consultation with Central Human Resources (Talent Acquisition and Development, Human Resources), A&R HRBP, and Director of Campus Recreation and Administration.	Implementation for 2023-24 performance review.	