

Varsity Climate Report Action Plan, October 2021, Updated June 2022

Number	Recommendation	Action	Timeline for Implementation	Year-End Update
1	<p>Equity, Diversity and Inclusion (EDI) Plan</p> <p>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.</p>	<p>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.</p> <p>Complete departmental policy review. Work with senior staff to set timelines. Collect best practices from other institutions.</p> <p>Create and launch EDI plan.</p>	<p>Secondment of Advisor, EDI Institutional Initiatives October 2021 - January 2022</p> <p>From November 2021 to start of Senior Advisor EDI position.</p> <p>Launch EDI plan by Spring 2022.</p>	<p>Collaborated with CHREI for secondment of part-time Advisor, EDI (completed from October 2021-April 2022).</p> <p>Departmental policy review, working group, and EDI plan to be established with full-time, Senior EDI Advisor hired April, 2022.</p> <p>Best practices research initiated, timelines of the EDI plan launch delayed and will be determined with Senior EDI Advisor.</p>
2	<p>Equity, Diversity and Inclusion Position</p> <p>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.</p>	<p>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-deserving student-athletes).</p>	<p>Hiring completed by January 2022.</p>	<p>Hired Senior Advisor EDI April 2022 to manage and advance the implementation of the University's strategic priority of equity, diversity, and inclusion within the Division of Students, including working collaboratively with stakeholders across the campus. The first action item for this role will be to continue to support the work in Athletics & Recreation regarding the 22 recommendations set out in the Equity Climate Review of York University's Varsity Student-Athlete Program.</p>
3	<p>Procedures</p> <p>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.</p>	<p>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.</p> <p>The handbook's development will be supported/reviewed by a committee that includes student-athletes and the diversity they represent.</p>	<p>Contract position posted November 2021.</p> <p>First Draft of new handbook by April 2022.</p> <p>Finalize Handbook for distribution and education by August 1, 2022.</p> <p>Committee composition proposed for approval to the Vice-Provost, Students (VPS) in January 2022.</p>	<p>Contract position posted delayed and will be re-evaluated in Summer 2022.</p> <p>First draft of handbook initiated, review to begin with student advisory committee that includes student-athletes and the diversity they represent.</p>
4	<p>Hazing Policy Development</p> <p>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.</p>	<p>Director of Varsity (search underway) will review current hazing policy and make recommendations for improvements.</p>	<p>Consultation with students, other institutions, and review of best practices to be completed by March 2022.</p> <p>Changes to the current policy to be reviewed by CHREI, Senior Advisor EDI and VPS throughout the process.</p> <p>Final approval by VPS July 2022.</p>	<p>Delayed due to hiring of the Director of Varsity, the search for the Director of Varsity is underway, timelines to be adjusted accordingly.</p>
5	<p>Relationship Restoration</p> <p>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.</p>	<p>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.</p>	<p>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.</p> <p>Create schedule of opportunities with clear objectives and stated outcomes by October 2022.</p>	<p>Project to be initiated and developed with the Senior EDI Advisor. Timelines to be considered and adjusted accordingly.</p>
6 & 7	<p>Training Student-Athletes</p> <p>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.</p> <p>Mandatory peer intervention or active bystander training to student-athletes to equip them to intervene when inappropriate behaviours occur.</p> <p>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.</p>	<p>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.</p> <p>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.</p>	<p>Programming for 2021-2022 to be finalized by November 1, 2021.</p> <p>Framework and curriculum for future programming to be developed and finalized by August 1, 2022.</p>	<p>Training program developed and implemented (R.O.A.R. - Resisting Oppression, Advancing Rights) in collaboration with CHREI with a completion rate of 52%. Training provided asynchronously and synchronously from January to March 2022.</p> <p>14 Active Bystander and Consent trainings provided to over 200 student-athletes attendees by The Centre for Sexual Violence Response, Support and Education.</p> <p>Future planning and training to include modules in advance of the student-athlete's season in collaboration with the Varsity Coaches and campus partners.</p>

Varsity Climate Report Action Plan, October 2021, Updated June 2022

Number	Recommendation	Action	Timeline for Implementation	Year-End Update
8 & 9	<p>Training Coaching and Administrative Staff</p> <p>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.</p> <p>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.</p>	<p>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.</p> <p>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.</p>	<p>Programming and training for 2021-2022 to be finalized by November 1, 2021.</p> <p>Framework for future programming to be developed and finalized by August 1, 2022.</p>	<p>In collaboration with CHREI programming and training framework completed by full-time staff and coaches in Fall 2021 including Unconscious Bias training (November 2021) and Intervening on Oppression (December 2021).</p> <p>Comprehensive training and future programming to be determined and finalized by end of August 2022.</p>
10	<p>Increased representation</p> <p>Work to increase the representation of racialized coaches and administrative staff through inclusive recruitment processes.</p>	<p>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.</p> <p>Senior Advisor EDI with A&R HRBP to introduce new practices.</p> <p>Review diversity of both coaching and administrative staff within one year of launching.</p>	<p>September 2022.</p> <p>December 2022.</p> <p>December 2023.</p>	<p>A&R HRBP introduced new practices including specific language regarding equity, diversity and inclusion and hired a firm to support recruitment process for Director of Varsity to ensure a diverse candidate pool.</p> <p>Senior Advisor EDI hired to help embed new practices into recruitment processes for A&R.</p>
11	<p>Information Loop</p> <p>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.</p>	<p>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.</p> <p>Diversity will be reflected in the membership.</p>	<p>Complete committee structure and terms of reference by December 2021.</p>	<p>Committee structure established in Feb 2022 with 11 students (representatives from BIVSAA and Sport Council), Terms of Reference and handbook developed.</p>
12	<p>Information Loop</p> <p>Create end-of-year anonymous survey for student-athletes to complete each year.</p>	<p>Executive Director Athletics & Recreation to forward current survey to CHREI and the Centre for Sexual Violence Response, Support and Education to provide input.</p> <p>Senior Advisor EDI to update survey.</p> <p>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.</p> <p>New survey launched.</p>	<p>February 2022 to April 2022.</p> <p>April 2022 to August 2022.</p> <p>November 2022.</p>	<p>Draft of the survey completed, to be reviewed by the student-athlete advisory committee.</p> <p>Launch of survey to take place in 2023.</p>
13	<p>Information Loop</p> <p>Establish exit interviews that include equity-based questions for all student-athletes who leave the varsity program before graduation.</p>	<p>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.</p> <p>Questions to be used in 2022-2023 Season, and interviews to be conducted by Senior Advisor EDI.</p>	<p>Question created and implemented by October 2022.</p>	<p>Questions drafted based on environmental scan of other institutions that have developed and launched surveys, student advisory committee to review, anonymous exit interview process to begin in Fall 2022.</p> <p>Further consultation and collaboration to be done with OIPA and additional post-secondary institutions that have launched similar initiatives.</p>
14	<p>Data Collection</p> <p>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.</p>	<p>Develop plan to inform recruitment, access, supports systems and eliminate barriers.</p>	<p>Senior Advisor EDI to work with university student equity & diversity census working group to develop pathway by December 2022.</p>	<p>Student Equity & Diversity Census institutional pilot launched in Fall 2021, further information integration to be explored with regards to student-athletes in 2022- 2023.</p>
15	<p>Academics</p> <p>Engage with a variety of academic advisors and support services to identify and provide academic support to student-athletes.</p> <p>Creation of a study hall for all student-athletes.</p>	<p>Develop connections between the network of academic advisors from all Faculties and the current departmental academic support programs.</p> <p>Develop programs to provide access to study hall across all teams.</p>	<p>Lead Coordinator, Athlete Services in collaboration with the Faculties, Registrars Office, etc. by April 2022.</p>	<p>Connections continue to be enhanced through community of practices and with Faculty academic advisors. An expanded program to further support student-athletes to be piloted with LAPS in Summer 2022.</p> <p>Study hall is open to all student-athletes/teams (virtual since September 2021) including 5, 1-hour sessions each week run by upper year PAWS mentors. Additional marketing and promotions to be created to continue to promote hours of operation, programming, etc.</p>

Varsity Climate Report Action Plan, October 2021, Updated June 2022

Number	Recommendation	Action	Timeline for Implementation	Year-End Update
16	<p>Academics</p> <p>Develop guidelines for coaches delineating circumstances where a student-athlete may miss a practice or training to accommodate for academics.</p>	Education for coaches on academic demands and priorities for student-athletes.	Lead Coordinator, Athlete Services to develop and implement by March 2022.	Athletic academic support staff send information regularly to support the academic success of student-athletes. Ongoing discussions need to continue and future plans include having drop in sessions for coaches to attend PAWS or study hall sessions and bringing relevant campus partners to support next steps and provide academic related sessions/training for coaches.
17	<p>Building a Connection with York</p> <p>Promote events at York and among teams, especially those in relation to equity issues, on the Department's website and in its communications.</p>	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.).	Collaboration with campus partners to continue to advance the promotion of events outside of A&R by 2023. Initiative delayed due to vacancy of the Director of Varsity (recruitment currently underway).
18 & 19	<p>Lions 4 Lions</p> <p>Examine ways to expand the collection of points for academic success beyond current structure.</p> <p>Consider the means to award points for attending non-departmental York events.</p>	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.	New structure under review with Sports Council. Point structure reviewed and Lions Leadership and BIVSAA speaker series were added to the point system in the 2021-2022 season. Transparency was provided throughout the year with regards to how the points are calculated and Sports Council shared team standings monthly. Future consideration to embed and expand point system to include non-specific A&R events or activities.
20	<p>Resource Allocation</p> <p>Increase transparency with student-athletes on the allocation of resources and decision making process.</p>	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.	Commitment to developing budget review panel to participate in reviewing the budget for the upcoming season.
21	<p>Resource Allocation</p> <p>Consider strategies to allow York donors to contribute to a fund that would allow the Department to allocate funds at their discretion.</p>	<p>Executive Director Athletics & Recreation to seek approval for the creation of a new operating fund for donations.</p> <p>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.</p>	<p>February 2022.</p> <p>June 2022.</p>	Donations can currently be made directly to the department. Disbursement of funds for EDI priorities and team needs to be established with ED A&R (recruitment underway), Director of Varsity (recruitment underway) and the new Senior Advisor EDI (hired April 2022) in 2023.
22	<p>Performance Reviews</p> <p>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.</p>	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.	Development of the performance matrix will be implemented in 2023-2024.