

Yukon Human Rights Commission Strategic Plan 2015-2018

Foundation	Strategic Objectives and Goals
Our Mission	Priority 1: Meeting our Mandate through Consistent High Quality Service
<p>The Yukon Human Rights Commission promotes equality and diversity through research, education and enforcement of the Yukon <i>Human Rights Act</i>.</p>	<ul style="list-style-type: none"> • Focus on human resources – targeted training, performance reviews, retention strategies & succession planning • Serve all of the Yukon – accessible service to all communities • Continue ongoing evaluation and improvement of core services: assisting the public, complaint drafting, screening, and investigation, settlement where possible, timely decision-making by Commission • Provide appropriate training for staff & commissioners • Obtain appropriate, professional office space • Enhance capacity to provide public education • Develop & distribute modern, engaging, & accessible public education materials & tools • Conduct research on pay equity as per s. 16(1)(e) of the <i>Act</i>, provided additional funding obtained • Recognize that we are a small office with limited “surge capacity”
Our Vision	Priority 2: Improving Transparency and Accountability
<p>The YHRC is respected as a trusted, impartial and impactful organization</p> <ul style="list-style-type: none"> • providing accessible public information and education about human rights throughout the Yukon • partnering proactively with individuals and institutions to improve understanding of and respect for human rights in the Yukon • modeling best practices as an employer and organization • providing a fair and effective process for dealing with human rights complaints 	<ul style="list-style-type: none"> • Improve public reporting & communications • Modernize & regularize financial management & reporting • Modernize office systems • Create & distribute public information publications online & in print • Substantially increase materials available online for employers, complainants & respondents • Develop and implement a social media strategy • Continue ongoing participation in national & international human rights umbrella organizations like CASHRA • Consolidate internal policies & procedures into single document, provide public access to Commission policies through website
	Priority 3: Improving our Relationship with the Yukon Government
	<ul style="list-style-type: none"> • Develop & maintain good working relationships between Director and key senior officials, and Commission Chair and the Minister. Improve transparency, accountability & communication • Collaborate where possible, take a proactive approach to resolving or avoiding human rights complaints • Improve communication & mutual understanding & respect for each other’s mandates • Develop relationship of trust between YHRC staff and lawyers at YG Justice • Obtain adequate funding to meet mandate • Encourage the Yukon Government to bring in needed amendments to the <i>Human Rights Act</i>