

Terms and Expectations 2024-2029 Charter

Global Labour Research Centre (GLRC) Faculty-Based ORU

1. Mandate

The Global Labour Research Centre (GLRC) engages in the study of work, employment and labour, organizing its activities around: the impact of the changing nature of work and employment on labour rights; interrelationships between migration, citizenship and work; gender relations in work and labour movements; the revitalization of workers' movements; and work and health. The GLRC is a hub for pan-university collaboration with a community engagement model that encompasses a range of labour and community partners.

2. Lead Faculty

As the sponsoring Faculty, the Faculty of Liberal Arts & Professional Studies (LA&PS) agrees, subject to the annual review and evidence of progress in the fulfillment of this Charter mandate, to support the development of the GLRC in collaboration with the Office of the Vice-President, Research & Innovation (VPRI). This support includes promoting membership in GLRC, supplying a decanal representative to serve as Chair of its Board, coordinating annual meetings of the Board, and facilitating selection and approval of Directors for GLRC as warranted. The Faculty of LA&PS further agrees to integrate GLRC objectives into its strategic research planning and to champion the development of GLRC as a cornerstone of interdisciplinary research activity in the areas of its mandate. Development of GLRC will be factored appropriately into the Faculty's strategic planning including with respect to faculty complement, undergraduate, graduate and post-doctoral fellow recruitment and training, communications, advancement opportunities, and other relevant areas.

3. Participating Faculty

As a Participating Faculty, Osgoode Hall Law School agrees to play a supportive role in promoting the development of the GLRC and to provide a representative to its Board.

4. Board

The Board for GLRC has responsibility for oversight and regular review of its progress against the expectations detailed below. The Board approves the appointment of the Director. The Board is expected to champion GLRC with internal and external stakeholders as appropriate, and to serve as a resource for the Director in assisting GLRC achieve its objectives. Composition of the Board for GLRC will be as follows:

- a. Dean (or designate), Faculty of Liberal Arts & Professional Studies (Chair)
- b. Vice-President Research & Innovation (or designate) (Vice-Chair)
- c. Dean (or designate), Osgoode Hall Law School
- d. Director, GLRC (ex officio, non voting)
- e. Director, Research and Partnerships, LA&PS (ex officio, non voting)

The Board may consult with the Executive Committee, the Advisory Committee, or other governance bodies established by GLRC but is not intended to replace or take over the functions of those bodies.

5. Directorship

LA&PS will appoint, following the Director search process and approval of VPRI and the Dean of the candidate, normally, a Director or Co-Directors for a 5-year term. Directorships are subject to the continuation of the Senate Charter for the Organized Research Unit, which is re-chartered every 5 years.

6. Objectives and Expectations for 2024-2029

General nature of the research program to be pursued through the ORU

With a focus on broad and open-ended understandings of work and labour, including “global labour” and “labour research”, the GLRC’s research program aims to confront the major challenges and injustices encountered by workers, families and communities within the global economy. Additionally, the GLRC will extend the existing community engagement model to prioritize both the theory-action relationship as well as worker and social movement praxis for social transformation. The Centre’s social action-oriented agenda is concerned with production of research and advocacy for social transformation as a way of sharpening the Centre’s role as a locus for collaborative, inclusive and community-engaged research. The GLRC will pursue concrete ways to deepen pan-university engagement by seeking to enhance opportunities for

collaboration amongst faculty, students, and communities and to develop and fortify global linkages of research institutes and centres in the common project of labour studies, placing particular focus on worker education. To this end, the Centre will pursue research collaborations with global partners and will remain open to other focus areas for collaborative research partnerships in the global South and elsewhere.

Proposed Research Program: Strategic Themes

The GLRC is organized thematically around the study of work, labour and livelihoods in relation to: (a) activist knowledge production; (b) climate action and environmental justice; (c) colonialism and decolonization; (d) health crises, epidemics and pandemics; (e) artificial intelligence and platform technologies; and (f) law, rights, regulation and governance.

(a) Movements + Activists/Scholars

The 'Movements + Activists/Scholars' initiative aims to account for the learning and action strategies needed to respond to the challenges presented by the shifting nature of work, labour and livelihoods globally. The GLRC will prioritize the 'intellectual lives' of labour and social movements, building initiatives such as a worker education incubator, strengthening global connections between research institutes and centres focused on labour studies with a particular interest in worker education, and providing learning pathways for labour educators, students and workers.

Work under this theme will include The Worker Education Incubator, which will expand spaces for worker education by bringing together work and social justice organizers and labour educators within trade unions, workers' collectives, centres, and community unions to support the development of worker education. A key objective is to hold space in academia for 'learning activism', including worker and wider community activism, and scholar-activism. It will build on experiential knowledge and incidental, informal and non-formal learning amongst workers, drawing on global historical models and pedagogies for doing worker education. The Incubator will offer learning and training opportunities and pathways for labour educators and students, will provide opportunities for research dissemination of GLRC Associates amongst labour and social movement actors, and will strive to generate outcomes around the expansion of the capabilities of participants to engage in organizing and advocacy. A SSHRC Partnership Development Grant has been secured in late 2023 to initiate the project (PI Katherine

Nastovski; Co-PI Adrian Smith) with the ultimate aim of securing a SSHRC Partnership Grant to scale up the initiative.

A second component of work under this theme will include efforts to foster collaboration across ORUs who share a commitment to providing space and opportunities for the development of critical and radical theory. The research focus will be to incorporate the growing body of research and scholarship aimed at defending the place and importance of critical and radical theories of dissent in public discourse. A key aspect of this is to keep open space for the proliferation of new research and thinking in critical and radical theory pertinent to the livelihoods of workers and wider communities, and for the dissemination of said research through public talks, events and meetings.

(b) Climate Action and Environmental Justice

The Climate Action and Environmental Justice theme will deepen the Centre's existing commitments to climate research and action. The evolving focus on impacts of climate change on work, labour and livelihoods includes climate action and mitigation strategies. It will attend to growing social upheavals stemming from climate change, including consideration of the distributional effects of mitigation strategies. From 'green jobs' initiatives to the deep and continuing social impacts of resource extraction on Indigenous communities and others, to land defense, the GLRC will prioritize the climate crisis and considerations of decarbonization and a "just transition" to a low-carbon global economy.

A key activity organized under this theme will aim to draw together researchers in a multi-year cross-disciplinary speaker series to address questions related to work, labour and livelihoods in the face of accelerating climate change, environmental crisis, and with a view to established accounts of environmental justice. In other words, the Centre will aim to take up the climate emergency while avoiding leaving behind existing and entrenched social and environmental vulnerabilities and collective struggles of environmental justice.

(c) Colonialism's Ongoing Work, Labour & Livelihoods

The Centre will extend and contextualize member research on immigration status, migrant labour, supply chains and cross-border relations within the ongoing legacies of colonialism and global capitalist development. In doing so, the Centre will provide opportunities for consideration of entanglements of migration with indigeneity, gender,

racialization, sexualities, abilities, and class formations, encouraging reflection upon how these are produced in and through colonialism and the national state to shape work, labour and livelihoods. This will occur in two key respects.

First, building on existing relationships with labour unions, the GLRC will pursue opportunities to host challenging and difficult conversations about labour union strategies to address social inequities and injustices surrounding Indigeneity, im/migration and racism. In doing so, the Centre will encourage conversations within labour unions about how the insights might be infused within existing union practices. The GLRC will work to develop a forum for internal reflection within labour unions on collective bargaining and other processes and strategies of engagement in relation to confronting Indigenous self-determination, settler colonialism and racism. The aim will be to invoke commitments to push further on decolonization through labour union work, supporting existing labour union partners and striving to bring new ones into the GLRC fold.

Second, a defining aspect of this work will be to highlight the role of the Canadian state in the re/production of “unfree labour” locally and elsewhere. The GLRC will provide intellectual space for the burgeoning global scholarly discussion around “unfree labour” and the utility of other framings (e.g., forced labour, contemporary slavery, labour trafficking, indentureship, precarity, pliability). Working in collaboration with Justicia (Justice) For Migrant Workers, the Centre will convene a speaker series organized around situating temporary labour migration programs within broader histories of colonialism and global capitalism. The series will draw together researchers and organizers in ongoing dialogue and will be designed to be responsive to the interest and needs of worker organizers in supporting worker advocacy and self-activity or self-organizing. Special emphasis will be placed on workers in the global food chain, with everyday experience of migrant farm workers as a particular point of inflection. The series will open opportunities to expand and formalize linkages amongst organizers, activists, and researchers.

(d) Health: Crises, Epidemics and Pandemics

Building on the GLRC’s longstanding emphasis on research oriented around health and healthcare workers, the Centre will maintain its work on the impacts of COVID-19 on the world of work with the aim of supporting preparations for future global health crises. The GLRC will preserve its online COVID-19 project ensuring it remains openly available

during the charter period. The COVID project is a large repository that serves as a model for the kind of research responsiveness called for in the moment of public health crises. It is a digital database of information for and about workers relating to the shifting impacts on economic and social engagement including the effects of policy responses in the early pandemic moment. The resources in the database tell the unfolding stories of COVID-19 and working lives, including not only paid employment but also informal and unpaid work, caregiving, piece work, sex work, and the administrative and emotional management of households. By drawing many threads together in one place, the hope is that the repository will facilitate ongoing research as well as open new avenues for inquiry.

(e) Work Against Automation & Technology

The GLRC is well-positioned to assume a prominent role in cutting-edge investigation of the complex social impacts of, and collective responses technological change in relation to work, labour and livelihoods. In this regard, the Centre's activities under this theme will situate ongoing developments in technological systems—machinery and automation, digital and other emerging technologies—within a social context in which collective action and worker agency are seen to be not simply pertinent but in fact consequential. In this charter period, the GLRC will work to consolidate the research interests of scholars, students and others in York University and beyond in an interdisciplinary space rooted in an understanding of the fundamental and irreducible social character of technology. In particular, the Centre will provide concrete opportunities for community consideration of the counter-histories and struggles against automation and technology. These initiatives will unfold in relation to subthemes of: (i) 'Artificial Intelligence and Platform Technologies'; and (ii) 'Algorithmic Work, Labour & Livelihoods'.

The GLRC will also bring together scholars, workers and others to speak to wider trends. With a view to how technological developments have restructured social life, and work, labour and livelihoods in particular, the GLRC will seize upon its interdisciplinary positioning to assemble thinkers to investigate the social whole in regard to the relationships between technology and work. The GLRC also offers great potential in integrating the traditional research fields of AI in the 'natural' sciences with research insights from sociology, law, business, applied ethics, among others, in the study of the normative social dimensions of algorithmic livelihoods. The GLRC will provide space to also explore collective resistance to the latest AI and platform technologies, while remaining cognizant of prior historical challenges to the introduction of machinery and

automation, recognizing too that the study of AI is not new and has itself unfolded over some six decades. The GLRC is particularly well situated to encourage consideration of the impacts of AI and platform technologies in mediating social interactions and relations, tackling normative considerations beyond consumer-oriented interventions, ones that do not simply rest with the consumer but in fact extend to experiences of work and how its astonishing modularity across time, space and socio-economic contexts relates to developments in emerging technologies.

(f) Law, Rights, Regulation and Governance

The GLRC's entrenched thematic focus on rights will be revamped through a re-examination of its "Know Your Rights" initiative launched in 2010. While the initiative has provided concrete and accessible, general legal information about a variety of workplace issues, the GLRC will push to deepen, widen and ultimately reorient these aims. The Centre will broaden the formulation of the "Know Your Rights" initiative beyond a rights framing to considerations of law, regulation and governance. Emphasis will be placed on developing resources and workshops that account for the intricate ways in which law and legal relations are infused in work, labour and livelihoods, moving away from individualized formulations of worker advocacy and justice to better align with the collective action commitments of worker and social movements. Resources and workshops developed during the current charter period will account for the richly textured nature of current critical legal scholarship, thickening understandings of law and turning the emphasis toward workers' experiential knowledge and collective action. A primary deliverable will be the production of a handbook on law and worker organizing, with an evolving set of materials for use in workshop settings.

This work will draw on legal scholars, and on an 'untapped' segment of the York University student population by presenting opportunities for York students studying law, whether in professional degree programs or the Law and Society program, to contribute to the GLRC's work. Most notably, drawing in students who have completed one of Osgoode Hall Law School's social justice clinical intensive programs, such as the Poverty Law Intensive Program, which includes students with interests in workers' rights and related areas such as immigration law and social assistance, will provide an outlet for their legal clinical-experiential knowledge.

Plan for Enhancing the Training Environment

The GLRC will hold an annual *Graduate Student Symposium*, which is held over multiple days with an average of 5 graduate student planning committee members, 35 participants, 10 panels, 10 faculty respondents, and a budget of \$10,000 (when held virtually). The GLRC organizes this conference independently, and believes it is an important area to focus its efforts on over the next five years. Returning to an in-person format, adding a plenary or networking component, increasing the number of attendees, and increasing the honoraria paid to students will help ensure the Symposium continues to grow and develop throughout the next charter period.

The GLRC's Worker Education Incubator will provide a unique opportunity for workers. The Incubator will provide learning opportunities for workers, engaging in capacity-building s as a way of supporting worker advocacy and transformative social action.

Anticipated Sources of External Funding

While a majority of external grant funding is anticipated from SSHRC, the Centre plans to diversify knowledge and support capacity and participation in non-SSHRC sources that will add strategic value and help to mitigate risk of overdependence on a narrow set of funding opportunities. As in the past five years, the GLRC will continue to diversify funding sources by exploring opportunities at a provincial and federal level, such as the WSIB Research and Grants Program, and from nonprofit organizations, such as Mitacs. The GLRC will continue to request 3% of funds from supported grants as cost-recovery for Coordinator time.

Beyond research funding, the GLRC will continue to seek donations from relevant labour organizations and external university departments for event expenses, as needed. This fiscal year, the GLRC has initiated a special fundraising initiative to celebrate its 10-year anniversary. With support from LA&PS Advancement, the GLRC will send donation letters and hold meetings with labour-related organizations, with the goal of raising \$10,000 for the 10-year Anniversary Event Series and general operational expenses. The GLRC will use this fundraising initiative as a pilot for fundraising efforts throughout the next charter period.

Plan for Engaging in Knowledge Transfer or Knowledge Mobilization

The GLRC will continue knowledge mobilization activities, revamping the “Know Your Rights” project and special initiative hubs, such as Climate Action, Work, and Labour, while exploring new initiatives. Over the course of COVID-19, the Centre prioritized increasing its online presence and will continue to do so while transitioning back to in-person modes of knowledge transfer and mobilization. For example, the GLRC plans to increase the number of in-person events over the next five years to help facilitate more meaningful collaborations and networking between internal and external partners.

Building on its recently redesigned website, the GLRC plans to host an undergraduate student from Glendon in an Experiential Education placement to maintain the website and increase the Centre’s presence and consistency across its social media platforms. This fiscal year, the GLRC has paused its biweekly newsletter as the platform used (Mailchimp) moved to a paid subscription that is beyond the Centre’s financial capacity. The GLRC will consult with the LA&PS Communications & Marketing and Research Support departments to investigate funding opportunities, other newsletter platforms, or other modes for sharing labour-related information with GLRC networks.

Expectations, Projected Deliverables, & Evaluation Metrics

Below is a table that outlines expectations, deliverables, and evaluation metrics for the next five years. Quantifiable metrics are included, though the GLRC aims to acknowledge and prioritize forms of knowledges and evaluation metrics that are qualitative and rooted in decolonization practices. As such, when the evaluation metrics indicate that growth is expected, target numbers are provided as just one example for how growth can occur or be measured.

Activity	Expectations/Deliverables	Evaluation Metrics
Research Funding & Faculty Engagement		
Internal Grants	<ul style="list-style-type: none"> Regularly survey Faculty Associates to assess who is submitting applications and provide support Disseminate information to Faculty Associates regarding internal funding opportunities 	<ul style="list-style-type: none"> Exhibit growth from the last charter period (e.g., support more than 7 successful internal funding applications from 2024-2029, with total value exceeding \$450,000)
External Grants	<ul style="list-style-type: none"> Adrian Smith & Katherine Nastovski to submit SSHRC PEG Regularly survey Faculty Associates to assess who is 	<ul style="list-style-type: none"> Exhibit growth from the last charter period (e.g., support more than 16 successful external funding)

	<p>submitting applications and provide support</p> <ul style="list-style-type: none"> • Disseminate information to Faculty Associates regarding external funding opportunities • Increase diversity of granting agencies 	<p>applications, (including over 5 from non-SSHRC sources) from 2024-2029, with total value exceeding \$2.1 million)</p>
Cost-Recovery & Overhead	<ul style="list-style-type: none"> • Request 3% cost-recovery or overhead from applications supported, when possible 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., obtain cost-recovery or overhead from over 7 grants from 2024-2029, with total value exceeding \$62,000)
Membership & Governance		
Executive & Advisory Committees	<ul style="list-style-type: none"> • Maintain regular contact with Committees through email, individual, and group meetings • Host Annual General Meeting, tied to an event when possible • Assess memberships annually to stay aligned with terms stated in Governance document and ensure the ongoing regeneration of leadership 	<ul style="list-style-type: none"> • Hold 2 meetings/year with Executive Committee • Hold 1 AGM/year with Executive & Advisory Committees
Associates	<ul style="list-style-type: none"> • Promote membership to all research and event collaborators/attendees • Increase engagement with York faculty to gain more Associates in this category • Sub-categorize Associates by research interest to help facilitate collaborations with GLRC and partners (i.e., the list of Associates on the website will become a usable directory of labour scholars) 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., gain over 167 Associates from 2024-2029)
Collaborative Event Organizing & Hosting		
<i>John Eleen Annual Lecture in Global Labour</i>	<ul style="list-style-type: none"> • Hold annual lecture in-person, when possible • Host speakers from various cities/countries • Diversify lecture topics 	<ul style="list-style-type: none"> • Maintain consistency with last charter period (e.g., host 1 lecture/year)
Ad-hoc Events Organized/Hosted	<ul style="list-style-type: none"> • Prioritize quality and scale of each event (e.g., hold in-person, 	<ul style="list-style-type: none"> • Maintain consistency and sustainability from last

	<p>when possible, amplify promotion to increase attendance, diversify event formats, enhance audience engagement)</p> <ul style="list-style-type: none"> • Balance event organization with other key activities of the centre 	<p>charter period (e.g., host 2-3 events/term)</p>
Co-Sponsored Events	<ul style="list-style-type: none"> • Enhance connections with York departments and community partners to increase co-sponsorship requests and allow for reciprocity • Provide donations when possible 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., co-sponsor more than 27 events from 2024-2029)
Event Fundraising	<ul style="list-style-type: none"> • Submit internal events awards for annual <i>Graduate Student Symposium</i> • Fundraise as needed for ad-hoc events 	<ul style="list-style-type: none"> • Receive funding from LA&PS Graduate and Post-Doctoral Research Events Fund, LA&PS Research Events Fund, and VPRI Funding for Scholarly Events and Outreach Activities each year • Meet donation goals of each event to fund any necessary expenses • Raise at least \$10,000 for 10-Year Anniversary Series from labour organizations and law firms
Event Collaboration	<ul style="list-style-type: none"> • Intensify and diversify collaborations with pre-existing and new partners 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., collaborate with more than 30 York departments and more than 38 community partners from 2024-2029)
Community Engagement		
Scholars-in-Residence	<ul style="list-style-type: none"> • Diversify national representation of Scholars-in-Residence • Deepen engagement through increased event organizing and research collaboration 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., host more than 6 Scholars-in-Residence from 2024-2029)
Packer Endowment in Social Justice	<ul style="list-style-type: none"> • Director to sit on Packer Advisory Board annually, and will participate in selection of new Packer Visitor 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., collaborate on more than 1 community initiative with

	<ul style="list-style-type: none"> • Enhance and diversify collaboration with Packer Visitor on community initiative 	the Packer Visitor from 2024-2029)
Research Collaboration	<ul style="list-style-type: none"> • Facilitate collaborations between York faculty and community partners • Develop and lead research projects in consultation with community partners (labour organizations, activist groups, etc.) 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., lead/support more than 5 research projects with community partners from 2024-2029)
Student & Postdoctoral Engagement		
Employees	<ul style="list-style-type: none"> • Seek funding to support paid student positions and increase wages annually 	<ul style="list-style-type: none"> • Maintain consistency with last charter period (e.g., hire and supervise 1-2 undergraduate students/year in RAY or Work/Study positions, as needed, and as funds allow)
Mentorships	<ul style="list-style-type: none"> • Host Experiential Education students to maintain website and catalogue library books • Facilitate DARE proposals by Faculty Associates and supervision of DARE students • Host graduate students employed by other departments (e.g., GAs) 	<ul style="list-style-type: none"> • Maintain consistency with last charter period (e.g., engage in one form of student mentorship/year)
<i>Graduate Student Symposium</i>	<ul style="list-style-type: none"> • Return to in-person format, if possible, with select virtual panels for international participants • Include plenary or social event to facilitate networking and collaboration • Amplify promotion to increase attendance • Increase honoraria of planners and participants • Invite faculty respondent for each session • Seek co-sponsorship from York and external departments 	<ul style="list-style-type: none"> • Maintain consistency with last charter period (host 1 conference/year, with 4-5 graduate student planning committee members and 30-40 participants from Canadian and international universities)

<i>Working Paper Series</i>	<ul style="list-style-type: none"> • Publish papers from and outside of the <i>Graduate Student Symposium</i> • Facilitate faculty review and (paid) peer review 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., publish more than 1 paper from each <i>Graduate Student Symposium/year</i>)
YUSAPUY Undergraduate Research Award	<ul style="list-style-type: none"> • Seek five-year commitment from YUSAPUY • Diversify selection of award recipients and research proposal topics 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., renew YUSAPUY donation annually to host award once/year)
Knowledge Mobilization		
<i>Know Your Rights Series</i>	<ul style="list-style-type: none"> • Update and produce new materials as needed • Organize outreach events or workshops • Disseminate materials online and in-person 	<ul style="list-style-type: none"> • Maintain consistency with last charter period (e.g., engage in <i>Know Your Rights</i> series/year by either updating materials or hosting workshops)
Special Initiative Hubs	<ul style="list-style-type: none"> • Continue developing <i>COVID-19 and the World of Work</i> and <i>Climate Action, Work, and Labour</i> hubs • Solicit blog posts by undergraduate and graduate students, provide editorial feedback, and pay honoraria • Initiate new hubs in response to salient issues, as needed 	<ul style="list-style-type: none"> • Maintain consistency with last charter period (e.g., enhance existing hubs and/or initiate new hubs from 2024-2029)
Social Media	<ul style="list-style-type: none"> • Maintain relevant social media accounts • Use for promotion of events, announcing GLRC publications, notices regarding achievements of GLRC associates • Maintain regular presence beyond promotion • Track and grow followers each year 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., gain over 766 followers across platforms from 2024-2029)
Newsletter/Listserv	<ul style="list-style-type: none"> • Maintain email Listserv for promotion of events, publications, and achievements of GLRC associates • Redesign newsletter and find new platform 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., gain over 226 subscribers from 2024-2029)
Website	<ul style="list-style-type: none"> • Continue updating website, improving usability and 	<ul style="list-style-type: none"> • Begin tracking web traffic

	accessibility, staying aligned with AODA and York requirements, with support from student employees	
Space		
Meeting Room & Lounge	<ul style="list-style-type: none"> • Introduce booking system for lounge • Increase bookings for meeting room • Promote space to York members and community partners • Set up temporary office/computer space in lounge • Host small networking events 	<ul style="list-style-type: none"> • Exhibit growth from the last charter period (e.g., have over 44 meeting room bookings/year)
Library	<ul style="list-style-type: none"> • Organize and catalogue books with support from student • Find space to house books on campus • Donate books as needed 	<ul style="list-style-type: none"> • Host usable library/archive for GLRC members

ORU Data Management Plan

The GLRC does not store the research data of Associates whose grants are run through the Centre, therefore, the Tri-Agency Research Data Management Policy is not relevant. For these grants, the Centre keeps on file their final proposals, budgets, ORS checklists, and NOAs. The GLRC stores all its files in a OneDrive folder shared only with the GLRC Coordinator and Director. The Centre is currently consulting with LA&PS IT to migrate its files to SharePoint.

7. Added Value

The GLRC will continue to support the work of individual researchers and research teams in multiple capacities:

- Pre-award support: facilitate collaborations with internal and external partners conducting relevant work, help develop and refine research questions, review grant proposals and budgets (i.e., substantive and copy-editing, and determining research expenses and in-kind support).
- Post-award administration: manage budgets, process claim reimbursements, manage payroll for research assistants and contractors.

- Knowledge mobilization: organize and host events, publish research papers, spotlight emerging faculty members, promote work through listserv and social media platforms.

The Centre will also continue to carry out its own research and knowledge mobilization initiatives that have already been shown to inspire and bring together researchers. The Centre provides the primary means by which researchers studying work and labour, and more broadly livelihoods under the new charter, come together under their shared interests. The proposed Worker Education Incubator is an example of a new opportunity for research development, mobilization and dissemination.

Moreover, the activities of the GLRC align with the University's Strategic Research Plan (SRP) and University Academic Plan (UAP), as well as the Research Plan of the Faculty of LA&PS.

First, the GLRC's research strengths intersect with one of the six strengths outlined in the university's SRP:

- Pursuing Justice, Equity, and Sustainability: From Urban Dynamics to Global Challenges: The centre is working to decolonize research, collaborate with and promote voices of Indigenous scholars, and prioritize climate action over the next five years.

The GLRC's strengths are also aligned with areas for growth outlined in the SRP, meaning the Centre already exemplifies leadership in areas York University is hoping to enhance:

- Climate Action for a Sustainable Future: The GLRC initiated the Climate Action, Work, and Labour hub in 2022, and will continue to prioritize research related to climate action and environmental sustainability.
- Digital Cultures and Disruptive Technologies: One of the GLRC's research priorities for 2024-2029 is the effects of digital cultures on work and labour.
- Social Justice, Peace, and Equitable Relations: Labour equity and social justice are core pillars of the GLRC, and a driving force for all work conducted by the Centre.

Second, the GLRC's priorities are aligned with three of the six outlined in the UAP:

- 21st Century Learning: The Centre is committed to diversifying its Associates and updating its focus areas and knowledge mobilization activities to align with topical and pressing research topics.
- Advancing Global Engagement: Enhancing the global profile of the *Global* Labour Research Centre is a key priority for the next five years, and will be achieved by partnering with international scholars and research centres on research activities and increasing global representation on the Advisory Committee.
- Working in Partnership: The GLRC highly values collaboration with York departments and community partners for all its research initiatives, and relies on guidance from its Executive and Advisory Committees.

Third, several of the GLRC's principles align with those outlined in the LA&PS Academic Plan:

- Prioritize student learning, excellence, and success: The Centre has a continued commitment to creating work and research opportunities for students to work independently and collaboratively.
- Promote excellence in research: The GLRC is a key figure in LA&PS's commitment to cross-disciplinary research, as the Centre provides research support for members across the university.
- Recognize, value, and support diversity: It is important to the GLRC to enhance connections with equity-seeking groups and provide a platform for activist workers in the community.
- Connect students and faculty scholars to global opportunities: Enhancing its virtual presence has allowed the GLRC to facilitate global connections between York members and international partners.
- Promote access, social justice, and community engagement: The GLRC routinely collaborates with and supports non-profit community partners, and ensures that social justice priorities inform all decision-making processes.

In relation to the ORU landscape at York University, the GLRC has unique characteristics and engages in activities that differentiate it from other ORUs and departments across the university. First, the GLRC is the only LA&PS-based ORU, situating it in the largest and most diverse liberal arts faculty in Canada. The GLRC will offer dedicated services by staff and researchers engaged in labour research who understand the breadth and range of research and funding opportunities available to researchers in the Faculty, and

who can facilitate new connections and collaborations across and outside the university. In terms of applications support, the Centre will provide end-to-end support for grant development, working in collaboration with the LA&PS Research Office with opportunities to leverage multiple internal funding supports. The GLRC will deepen its relationship with the LA&PS Research Office during the current Charter period by better integrating the GLRC Coordinator with Research Office staff and becoming a recognized resource for any research applicants working in labour studies.

8. Resource Commitments

Faculty of LA&PS:

The Faculty of LA&PS is committed to ensuring the Centre has access to sufficient resources throughout the Charter term to fund Collective Agreement mandated course release, stipend and benefits for the Director or co-Directors; administrative support at the level of 35 hours per week (YUSA Band 11); and an operating budget of \$5,000 per annum.

The GLRC will have access to LA&PS Research Office staff to help advance its research goals. The Centre Coordinator is a member of the LA&PS Research Office team, reporting to the Director, Strategic Research & Partnerships, with access to staff support for grant development, research administration and knowledge mobilization services.

The GLRC Director will be considered eligible to submit to LA&PS internal research program, as may be available in the Faculty, including if their appointment is in another Faculty.

The Faculty will continue to provide space subject to assessing the GLRC's space requirements. The GLRC is located in renovated (2020-2021) space on the 8th floor of the North Ross building. This includes dedicated office space for both the Centre Director (N811) and Centre Coordinator (N813), a large meeting room (N815, capacity: 8 persons with video conferencing technology) and small meeting room appropriate for various functions (N816). It will also provide GLRC with access to its professional advancement staff.

In accordance with the SHARP Budget Model, the Director will negotiate with the Faculty to determine the percentage of overhead funds to be allocated to the ORU. The Faculty's

allocation of overhead funds to the Centre will use the VPRI model of 75% as a guide for consideration.

However, as GLRC continues to mature, overheads for new projects administered may be expected to be applied to offset Faculty operating cost contributions on a 2:1 ratio – the Faculty will withdraw \$1 of core operating support for every \$2 of net new overhead funding received by the ORU after any deductions made by the Faculty. Similarly, new endowments that generate increased revenue should contribute to offset central costs where appropriate.

VPRI:

The VPRI office will ensure GLRC has access to specialized research support services and appropriate matching funds for the preparation of large-scale collaborative grant applications. The GLRC is welcome to apply for the regular internal funding opportunities offered by the VPRI Office. Further, the VPRI office will support Director development in areas such as advancement, strategic planning, project management and budget planning, depending on identified needs.

9. Commitment to DEDI in ORU Membership and Activities

We have begun to integrate DEDI commitments into recruitment, striving to produce a diverse leadership and membership. We have consulted key university resources to develop this approach, specifically the DEDI Strategy 2023-2028 and its Strategic Direction on Research and Innovation. Our team composition is the result of centering commitments to equity and diversity in our recruitment practices. There is a growing representation of racialized people in the Executive and Advisory Committees. The GLRC strives for diverse representation as a way of enriching our decision-making processes. In particular, we have added three new racialized members to our Advisory Committee. With respect to our activities, the GLRC adopts an approach to research design and practice consistent with DEDI commitments. We will seek to support projects led by or meaningfully including racialized people.

Projects run through the GLRC will be those that bring out the rich complexities of lived experience, and that adopt a reflexive and open research environment. The new Director, with the support of the Executive Committee, has encouraged the hosting of research

projects that uphold high ethical standards, considering the multiplicity of narratives and perspectives in labour studies. In the Centre's events and knowledge mobilization activities, there is an emphasis on ensuring that the voices being heard are those who are authentically representing their identities and lived experiences. We will continue to invest in fostering the next generation of scholars by creating opportunities for students and emerging researchers.

10. Appendices

Appendix A – Proposed Members of the Executive Committee

Role	Name	Title
Director	Adrian Smith	Associate Professor, Osgoode Hall Law School
Faculty Representative, Outside LA&PS	Fay Faraday	Associate Professor, Osgoode Hall Law School
Faculty Representative, LA&PS	Carlo Fanelli	Associate Professor, Social Science
Faculty Representative, LA&PS	TBD	
Faculty Representative, LA&PS	Hannah Johnston	Assistant Professor, Human Resource Management
Faculty Representative, LA&PS	Katherine Nastovski	Assistant Professor, Social Science Program Coordinator, Work & Labour Studies
Faculty Representative, LA&PS	Kelly Pike	Associate Professor, Human Resource Management
Faculty Representative, LA&PS	TBD	
Faculty Representative, LA&PS	Leah Vosko	Professor, Politics Canada Research Chair in the Political Economy of Gender & Work (Tier 1)
Graduate Student Representative	TBD	
Undergraduate Student Representative	TBD	

Appendix B – Proposed Members of the Advisory Committee

Title/role, affiliation	Name
Director, GLRC	Adrian Smith
Designate from the GLRC Executive Committee	TBD
Faculty member, appointed to a Labour Studies program	TBD
Faculty member, appointed to a Labour Studies program	TBD
Faculty member, appointed to a Labour Studies program	TBD
Faculty member	TBD
Faculty member	TBD
Faculty member	TBD
Representative from a labour or community-based organization	TBD
Representative from a labour or community-based organization	TBD
Representative from a labour or community-based organization	TBD
Representative from a labour or community-based organization	TBD
Representative from a labour or community-based organization	TBD
Representative from a labour or community-based organization	TBD