

# School of Public Policy and Administration

## NEWSLETTER

September 2021 – Volume 9, Issue 23



We are pleased to announce  
**the 2021 Best Major Research Paper Award Winner**

Gyula Kovacs (MPPAL, Class of 2021)

*Diversity training in the workplace: Assessing effectiveness and outcomes*

The paper reviews the existing literature regarding the effectiveness of diversity training within organizations and examines the empirical evidence and theoretical foundations that support claims that such initiatives can help reduce racist attitudes and behaviours. On balance, the evidence supports the contention that diversity training can lead to positive outcomes, but results vary depending on (i) the culture of an organization; (ii) the quality of its leadership; and (iii) the type of diversity training that is offered. Findings support the assertion that training alone will not eliminate racist attitudes and behaviours in the workplace and must be supported by additional measures to affect positive change. The author concludes with recommendations in this regard.

**Gyula Kovacs** is an experienced public policy and communications professional who works for Ontario's Ministry of Education as a Senior Policy and Programs Advisor. His previous roles include Issues Management and Media Relations Team Lead with Ontario's Ministry of Training, Colleges and Universities, Communications and Media Relations Officer for Ontario's French-Language Services Commissioner, and Communications and Media Relations Coordinator for the Council of Ministers of Education, Canada. Gyula has also worked as a broadcast journalist in Toronto and Montréal, in both English and French.

**Gyula will be presented with this award at the annual SPPA Student, Alumni and Community Recognition Awards on November 25, 2021.**

This year we expect the SPPA awards to be a hybrid in-person/virtual event. Stay tuned for more details please.

*Congratulations to Gyula on this achievement!*

A virtual event hosted by the PPASA, GSAPPAL & YUSPPAAN

## Starting with Success

September 23, 2021

Time: 6:00pm – 8:00pm via Zoom

Build your network and exchange ideas with fellow Public Policy and Administration students and alumni  
Special guest speakers share their tips for success:



**Gyula Kovacs**  
(MPPAL 2021) - Senior  
Policy and Programs  
Advisor, Ontario Ministry  
of Education

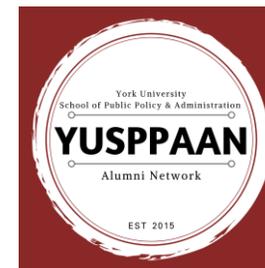


**Ashley Montgomery**  
MPPAL student and Junior Policy  
Analyst, Responsive,  
Professional Learning Supports  
Team, Ministry of Education



**Rany Danial**  
(BPA 2018, MPPAL 2020) -  
Policy Analyst, Responsive,  
Professional Learning  
Supports Team, Ministry of  
Education

Registration is required, kindly [RSVP](#)



## Welcoming YU Back

### a few reminders to students and an update for alumni on what to expect in 2021-22

With the gradual return to York's campuses starting this week for many of our students, staff, faculty and instructors, we want to share some helpful resources to help with the transition.

We have a proportion of courses on offer in person starting the week of September 13, 2021, and we hope to be able to offer at least some of our School of Public Policy and Administration (SPPA) events in hybrid format or in person this year. Please stay tuned for further updates in this regard. SPPA staff will return to our offices beginning the week of September 20, 2021 for Mondays, Tuesdays and Wednesdays, with services being delivered remotely for the remainder of the work week. This schedule *does not* apply to faculty members, our academic advisor or other offices at York, therefore please check in advance if the relevant persons will be on campus on any given day prior to your trip.

Much has been done to prepare for a safe return to York's campuses, including the posting of clear signage to encourage community members to practice physical distancing. The University continues to follow the latest guidance from the province and public health authorities in all planning efforts and at present, outside of instructional spaces the campus remains in Step 3 of the [Province's Roadmap to Reopen](#). Below is a helpful list that you may work through as you prepare for the upcoming weeks.

#### A Return to Campus Checklist

- Review the [latest guidance](#) on mandatory masks and face coverings that are required in all indoor spaces.
- Please submit your proof of vaccination through [YU Screen](#) and [FAQs are here](#).
- All students, faculty, staff, alumni and guest speakers are required to complete the [YU Screen](#) self-assessment for COVID-19 symptoms prior to every visit to campus or to one of our off-campus class or event locations.
- If you still need to receive your COVID-19 vaccine (and you are eligible), there are [upcoming clinics on Keele Campus](#) and [walk-ins available](#) for Glendon Campus staff.
- While on York's campuses, you are encouraged to *Do Your Part, Stay Apart* and give others their space indoors and outdoors.
- Review your [options for parking](#) on York's campuses.
- Review the [list of services](#) that will be open on York's campuses.
- Read about how York has [enhanced air filtration](#) and the approach to air purifiers and see this [analysis on ventilation](#) at York.
- Review the latest [FAQs](#) on the Better Together website.
- Everyone is still encouraged to come to campus only for scheduled activities and must continue using YU Screen daily before coming to York's campuses.

## **Researcher (Senior Consultant/Manager) - Deloitte Future of Canada Centre**

The Deloitte Future of Canada Centre is seeking an experienced researcher to join their team for an 18-month contract. The FCC is Deloitte Canada's public policy and thought leadership hub that helps shape the organization's voice on issues that matter to the firm, their clients and the country. Remote-friendly position.

## **Senior Associate, Environment Practice - Sussex Strategy Group**

Sussex is seeking a Senior Associate for its Environment Practice. The candidate will have a strong background in understanding and interpreting environmental regulations and legislation, and an existing understanding of key policy issues related to the circular economy, sustainability, climate change, environmental permitting, and other related matters in Ontario and across Canada. The candidate must also have a high degree of political acuity and a strong awareness of the political and policy landscape.

## **Policy Coordinator – Santis Health**

They are looking for an ambitious, self-motivated individual that will work closely with the Santis strategy and policy team to provide administrative and entry level consulting related activities in a fast-paced environment. You will help with research, project management, coordinating engagement activities and communications and public relations activities, as well as administrative duties as needed. Santis' recent projects in this area include strategic plans and strategy reviews, stakeholder and community engagement, focused research projects, and work with Ontario Health Teams.

## **Consultant – Santis Health**

To be successful in the role, you should have a sound knowledge of public policy and stakeholder relations and be a confident and experienced project manager. Previous experience working in health care, in government or as a consultant would be an advantage.

## **Policy Analyst - People for Education**

Are you inquisitive, collaborative, and a critical thinker? Do you have experience working with public policy and analysis? Do you have strong qualitative and/or quantitative research and writing skills? Are you interested in working with a small team of talented and energetic individuals who are passionate about public education? Look no further. Reporting to the Director of Research and Policy, you will support the advancement of public education in Canada by performing in-depth policy analysis, policy scans, examining qualitative and quantitative datasets, writing in-depth reports for a range of audiences, and working collaboratively with partner organizations as well as the PFE team to fuel conversations about the promise and potential of public education.

## **Lead Research Analyst [3 positions!] - Ministry of Children, Community and Social Services**

Are you ready to bring your data, research, and leadership skills to a dynamic and growing team? Are you passionate about contributing to evidence-informed decision-making in the human services sector? Consider joining the Analytics and Measurement Branch, where you will play an integral role in supporting data-driven policy, leading analysis for priority populations, and changing the way data and analytics are used to improve outcomes for Ontarians. They are looking for three individuals with strong data, research, and leadership skills to join their team!

## **[Research Associate & Project Coordinator - Medow Consulting](#)**

Medow Consulting is seeking a curiosity-driven Research Associate & Project Coordinator to join its team. To be successful in this role you should be organized, be a strategic thinker and planner, and a confident writer/editor/formatter. You will have the opportunity to sharpen your research, writing, and analytical skills and build your capacity to effectively organize and implement complex initiatives.

## **[Research & Policy Assistant - WoodGreen Community Services](#)**

The Policy & Strategy Unit supports WoodGreen's engagement in strategic planning, public affairs, gathering insights and building trust-based relationships to ensure the longevity of our client services with our government, philanthropic and community stakeholders. The Research & Policy Assistant will assist in the implementation of and provide support to special projects designed to produce better outcomes for clients and communities by furthering the innovation practice of the organization.

## **[Senior Manager, Strategic Initiatives – Magnet](#)**

The Senior Manager, Strategic Initiatives will oversee and manage a wide range of strategic planning initiatives, including strategic government relations and local, national and international partnership development with key stakeholders in the private and public sector. As the Senior Manager, you will lead an internal team focused on assessment and analysis of pan-Canadian workforce development and intervention initiatives and explore policies aimed to support economic outcomes. You will provide strategic planning advice to the Executive and Senior Management teams and business units regarding opportunities to expand the impact and reach of Magnet's initiatives both internally within Ryerson University, externally within our local communities, with our partnership network and broadly across Canada.

## **[Senior Manager, Policy Analyst - Economist, Innovation – RBC](#)**

In this role as Senior Manager, Policy Analyst – Economist, Innovation you will support RBC to remain a leading voice on economic issues in Canada and abroad. They are looking for a creative, analytical professional who excels in an environment where they are challenged to use their intellectual curiosity and abilities to generate insightful analysis backed by rigorous research. RBC is redefining the kinds of insights and outputs that our economics group delivers. This is your opportunity to help redefine the future while contributing to meaningful work inside one of the country's most respected commentators on key economic issues.

## **[Policy Analyst - Ontario Federation of Indigenous Friendship Centres](#)**

In this role, you will work as part of a team in a fast paced environment where the main responsibilities are advancing supportive public policy, advocating and building support for urban Indigenous issues.

## **[Policy Advisor - Ontario Securities Commission](#)**

OSC's Innovation Office is currently looking for a full-time Policy Advisor to join the team on a one-year contract and play an important role achieving the Innovation Office's core objective of accelerating innovation and economic growth in Ontario's capital markets. Reporting to the Manager, Modernizing Regulation, the Policy Advisor will provide strategic program oversight and coordinate high priority (policy) projects to support change, modernize regulation and help reduce burden on our capital market participants.

## [Associate, Government Relations and Community Engagement - Cystic Fibrosis Canada](#)

As the Associate, Government Relations & Community Engagement, you will be responsible for supporting the execution of CFC's strategic direction to improve access to life-changing and life-sustaining medicines. You will work with internal and external stakeholders to improve the lives and livelihoods of Canadians who live with CF, supporting them in their efforts to advocate for equitable access to treatments and medicines. In this role you will report to the Director, Government & Community Relations and serve as a government relations resource for volunteer advocates and staff.

## [Community Centre Lead – Vaughan City](#)

Responsible for the oversight of program delivery, as well as the development and improvement of operational process. Provides leadership and guidance with the hiring of staff, including scheduling, maintaining staff attendance records and sitting in on interviews. Coordinates and delivers training as it relates to program needs. Provides ongoing coaching and training to staff, including taking disciplinary measures.

## [Evaluator Programs – City of Toronto](#)

You will design, plan, and lead the implementation of small and large evaluative frameworks, needs assessments, and applied research projects. You will provide collaborate cross-functionally with data analytics and business process colleagues.

## [Senior Project Manager Strategic Project – City of Toronto](#)

To manage all change management aspects of implementation of enterprise wide transformation program from inception to completion with a goal to produce quality improvements to the City of Toronto portfolio of buildings. Implement enterprise wide change related to hybrid work, digitization, real estate transformation, technology and people change.

## [Senior Change Management Consultant – City of Toronto](#)

The City of Toronto's Corporate Real Estate Management Division is looking for an experienced, knowledgeable, and innovative Senior Change Management Consultant to join their team. Reporting to the Manager Business Transformation & Change Management, the Senior Change Management Consultant will plan, manage and advise on change management to senior management, project teams and leads to implement enterprise-wide change related to digitization, real estate transformation, technology and people change.

## [Research Associate CMO – City of Toronto](#)

As a Research Associate within the CMO, you'll play a pivotal role in fulfilling this mandate by providing research, analysis and project support to senior staff on strategic public and private sector partnerships and innovation strategies. Leveraging your knowledge of public administration at the city government level, you'll assist in analyzing corporate issues, formulating research objectives, identifying options, assessing implications, and designing and developing implementation strategies on project work.



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**SPPA LinkedIn Group:**  
<https://www.linkedin.com/groups/12006583>

**MPPAL LinkedIn Group:**  
<https://www.linkedin.com/groups/3908927>

<https://sppa.laps.yorku.ca/>

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