

# **Revised HREQ program learning outcomes (2019)**

## **Program Learning Outcome**

*("By the end of the program, a successful HREQ graduate will...")*

### **1. Depth and Breadth of Knowledge:**

- a. be aware of the diversity of academic perspectives concerning human rights, including the philosophical and theoretical foundations of human rights and equity studies scholarship, and the need for global, cross-cultural, and comparative perspectives
- b. have knowledge of the violations of human rights caused by discrimination based on race, gender, religion, sexual identity, disability, and class, both nationally and globally
- c. understand the interdisciplinary range of epistemological and ethical issues that frame contemporary human rights and equity studies debates
- d. think critically about the structure and function of key human rights and equity organizations and initiatives designed to enhance equity and access to rights, including national and international human rights charters

### **2. Knowledge of Methodologies:**

- a. appreciate and understand that the interdisciplinary nature of human rights and equity studies inquiry will require different methodological approaches in different contexts
- b. be able to conduct research, including an awareness of the relationship between methodology and methods; know how to identify a research problem, develop research questions, and formulate a thesis; conduct a review of literature; use multiple research methods to evaluate existing scholarship, including both quantitative and qualitative approaches; utilize research questions; develop research instruments; and formulate proposals
- c. demonstrate critical thinking about: research protocols; the relevance of ethics in research; and the history of human rights violations arising from research on and about vulnerable communities

### **3. Application of Knowledge:**

- a. appreciate the implications of theories and methods of equity in everyday life, and that the interdisciplinary nature of human rights and equity studies offers the potential to apply radical, emancipatory and visionary scholarship to a range of contemporary issues
- b. understand the causes and functions of violations of human rights locally and globally and the relevance of protocols and procedures seeking to promote human rights
- c. (for honours and specialized honours BA) understand the value of equity applications and practices across a range of institutional, community, and government contexts
- d. (for honours and specialized honours BA) demonstrate critical knowledge about how individuals resist, adapt and assert their agency whenever rights are violated
- e. (for specialized honours): be able to apply their knowledge by implementing a human rights and equity research project from start to finish

### **4. Communication Skills:**

- a. demonstrate the ability to convey their ideas in writing in a scholarly manner using references correctly and consistently
- b. demonstrate the ability to convey their ideas verbally and listen to the contributions of others, and recognize that equitable communication exists within a participatory framework
- c. appreciate the need to locate communication skills within a participatory framework
- d. engage in knowledge mobilization across diverse communities and constituencies
- e. (honours BA): demonstrate evidence-gathering and the ability to use and present empirical research for human rights and equity goals
- f. (specialized honours BA) write a research project using primary/secondary research

### **5. Awareness of Limits of Knowledge:**

- a. acknowledge the limitations of human rights and equity studies work generally within institutions governed by logics of capitalism and colonialism
- b. understand the boundaries and limits of legal or juridical approaches and knowledge
- c. critically assess the limits of human rights covenants and laws related to equity
- d. acknowledge the bias towards individuals over communities that characterizes mainstream human rights theories and formulations
- e. recognize the Eurocentric and western origins of much human rights and equity studies scholarship that purports to be universal

### **6. Autonomy and Professional Capacity:**

- a. be prepared to take a stand on ethical issues, substantiate arguments, and practice reflexivity regarding social change, social responsibility, and advocacy
- b. be equipped to work in government and/or other bureaucracies while appreciating the limitations of institutional structures in terms of achieving equity and parity
- c. demonstrate the skills to work in the private sector as equity and diversity managers, consultants, and/or practitioners
- d. possess the skills to work in local, national, and/or international non-governmental organizations (NGOs) on human rights and equity studies issues