



# **LEAD TRANSFORM DIFFERENTIATE**

**2023/2024 ANNUAL REPORT**

**Approved by the Board of Governors on May 28, 2024**



## FROM THE PRESIDENT

This year was inspirational for Humber as we boldly began to chart a new course for ourselves and the post-secondary sector. With our 2018-2023 Strategic Plan completed, we launched *Humber Inspired* – an opportunity to think ahead, dream without parameters, and think about the future of higher education and the role we want to play in it. I'm thrilled that together, we generated more than 3,000 ideas that will now help shape the future of Humber in 2030 and beyond.

Simultaneously, as a leader in polytechnic education, we continued the implementation of our 2023-2026 Academic and Digital Campus Plans. Through the generous support of our industry and community partners, we continued to invest in our students, our state-of-the-art programming, and our people. Humber faculty and staff undertook innovative projects aimed at delivering an enhanced educational experience to our learners. New programs, courses, credentials, and experiential learning spaces and opportunities continued to be developed in response to changing labour market and student needs.

We advanced important Humber values and commitments through several new developments, including the establishment of an Inclusion and Belonging division and the launch of the healthyYOU campaign. To build on our efforts in reconciliation and belonging, we installed murals and flags across our campuses reflective of Humber's diverse communities and their histories. We also invested in new educational sessions and learning modules for our employees.

As a leader in sustainability, Humber continued to undertake green initiatives and construction, and was recognized by industry peers—receiving designations such as net zero energy and LEED Platinum buildings, zero carbon construction, and Gold STARS.

None of this would be possible without the hard work and commitment of our Humber community: our students, faculty, administrative and support staff, leadership team, and Board of Governors. It is their dedication to innovation that enables Humber to shine and thrive every day.

Dr. Ann Marie Vaughan  
President & CEO



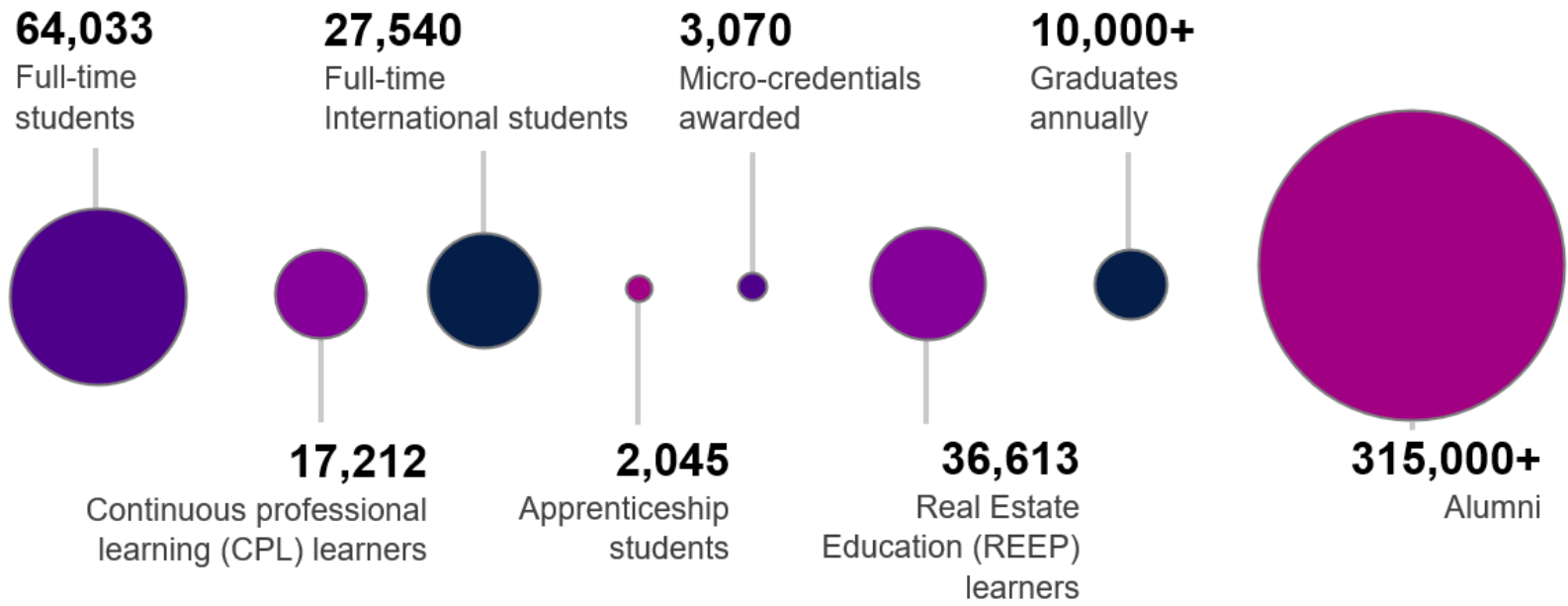


## HONOURING OUR INDIGENOUS ROOTS

Humber College is located within the traditional and treaty lands of the Mississaugas of the Credit. Known as Adoobiigok, the “Place of the Alders” in Michi Saagiig language, the region is uniquely situated along Humber River Watershed, which historically provided an integral connection for Anishinaabe, Haudensaunee, and Wendat peoples between the Ontario Lakeshore and the Lake Simcoe / Georgian Bay regions. Now home to people of numerous nations, Adoobiigok continues to provide a vital source of interconnection for all.

# HUMBER AT A GLANCE

<b>210</b> Full-time programs	<b>34</b> Degrees	<b>94.7%</b> of graduates would recommend Humber  <b>96.6%</b> of employers are satisfied the quality of their Humber graduates  <b>87.1%</b> of graduates would recommend their program to someone else
	<b>85</b> Diploma/Advanced diplomas	
	<b>24</b> Certificates	
	<b>58</b> Graduate certificates	
	<b>9</b> Apprenticeships	



Note: Program and student/learner numbers reflect Summer and Fall 2023, and Winter 2024 term period. The number of Full-time students/International students reflect the Full-Time student enrolment count in a funded program and the CPL learners reflect the enrolment count: a student is counted in a single program and a CPL learner in a single course in a given Term and can be counted multiple Terms within a Fiscal Year. REEP learners represent the average of new and returning unique learners/month. Apprenticeship students represent new and returning unique learners.

## VISION

Transforming post-secondary education through global, polytechnic leadership.

## MISSION

Humber develops global citizens with the knowledge and skills to lead and innovate.

## VALUES

### Courage

We are bold in charting a new course in high-quality education.

### Innovation

We drive innovation and creative enterprise.

### Equity

We cultivate an environment where all individuals can achieve their full potential.

### Health & Well-being

We nurture the health and well-being of our communities.

### Sustainability

We preserve our collective future.

# THE 2023/2024 ANNUAL REPORT

The 2023/2024 Annual Report details Humber's progress against its 2023/2024 Business Plan.

The report focuses on achievements in two major areas that align with Humber's priorities and key strategic plans including the 2023-2026 Academic and Digital Campus Plans:

1. Teaching and Learning Excellence
2. Exceptional Student Experience





## Humber Inspired: Envisioning 2030

In the fall of 2023, the Humber community united to think boldly and envision Humber in 2030 and beyond. More than 1,000 students, faculty, support, and administrative staff, and industry and community partners looked ahead with a vision of Humber leading post-secondary sector system change. Their seemingly impossible ideas will form Humber's new strategic vision – a North Star to guide us into 2030.



## 2023/2024 GOALS

# Teaching and Learning Excellence

The nature of work continues to evolve, resulting in changes to the future of work, including the knowledge and skills required for workplace success. Humber is preparing our students with a dynamic blend of academic programs and work-integrated learning opportunities that deeply engage them in their professional education and empower them to think critically, make bold choices, and become change leaders. As students increasingly juggle work, family, and financial responsibilities, it is imperative that we offer them a wide array of accessible credentials and pathways, recognize their prior learning, and enable them to personalize their learning so that they can build their careers in the time and at the pace they need.

## Fostering new careers and interdisciplinary experiential learning

Humber's Centres of Innovation (COI) Network continued to foster career readiness and create space for interdisciplinary, experiential learning for Humber and non-Humber students, staff, and industry and community partners. From groundbreaking research endeavors to transformative industry partnerships, the COIs have been at the forefront of innovation, driving progress and shaping the future of their respective areas.

The Barrett Centre for Technology Innovation (Barrett CTI) introduced STEM education to primary and secondary students, providing access to cutting-edge technology. Through education and outreach programs like these, the Barrett CTI has engaged with more than 16,800 students from 50 schools since 2019. Supporting industry, faculty and student interaction, the Barrett CTI hosted more than 50 applied and industrial capstone projects, impacting over 500 students.

Forty Humber students participated in the 2023 Skills Ontario provincial competition with the support of Humber's COIs and industry partners. The students faced off against their peers from across the province in complex challenges designed to showcase their expertise in various sectors - winning four gold, two silver, and three bronze medals. Two Humber students captured a Best of Region Award and will participate in the 2024 WorldSkills Competition in Lyon, France.





## Leading transformative change

Humber is pushing the boundaries of how it designs and delivers the best possible learning experience for every student. Through its Academic Plan, Humber committed to enabling employees to experiment and apply different pedagogical approaches, technologies, and curricular enhancements that support learner flexibility, personalization, and digital fluency. In 2023/2024, the institution supported nine projects proposed by its faculty and staff, including ones that focused on:

- Using generative artificial intelligence (AI) to teach critical research and writing skills;
- Embracing AI chatbots as both a teaching tool and content generator;
- Advancing access to technology and digital fluency through project-based learning;
- Cultivating inclusive writing practices; and
- Increasing student access to technology through 3D replicas.

Successful projects will have the opportunity to scale up for further reach across the institution.

## Meeting learner needs and labour market demand

Humber continued to develop new programs for its suite of credential offerings in response to learner, industry, and community needs.

Credentials launched this year included:

- An Honours Bachelor of Science in Biomedical Sciences
- Three graduate certificates in Clinical Bio-informatics, Infection Prevention and Control, and Interactive Media Management - Creative Technologies.

Additionally, Humber developed two unique certificates for accreditation by the UK-based global professional association Staff and Educational Development Association (SEDA): Foundations of Applied Research and Enhancing Applied Research Practice. With one already accredited and the other currently under SEDA review, Humber hopes to launch them in the upcoming year.



## Providing international graduate education

Humber's International Graduate School (IGS) continues to provide graduate education for international learners in response to industry and learner needs. This year, the IGS welcomed more than 1,600 learners and offered 17 distinct graduate certificates, including five Humber programs offered at the IGS for the first time: Artificial Intelligence; User experience; Alternative Dispute Resolution; Event Management; and Hospitality and Tourism Operations Management. To enhance the delivery of its programming, the IGS converted more than 80 per cent of its classrooms into MS Teams Rooms, enabling the advancement of digital fluency, learner personalization, flexible delivery, and universal design for learning.



## Accelerating research and innovation

Humber continues to pursue opportunities to engage in cutting-edge research by acquiring funds and sourcing new and innovative projects that cement Humber's leadership position in the post-secondary sector. The institution's research and innovation portfolio reached \$20 million this year from zero in 2018, with \$5.3 million secured in 2023/2024 that supported 34 research projects and the engagement of 61 researchers and 80 students.

One key initiative that is placing Humber in the limelight is the Broadcast-Broadband Convergence (B2C) Lab which is conducting research and piloting “the new communications technology” in North America: The Advanced Television Systems Committee (ATSC) 3.0 television broadcast standard. These international standards for broadcast and digital television transmission operating over terrestrial, cable, and satellite networks are replacing North America's current standard, ATSC 1.0. Through the ATSC 3.0, existing and new - often remote - areas in North America will be connected – some for the first time.

It is toward this goal that Humber's established Canada's first B2C Lab to lead the exploration of multisectoral data delivery applications that will deliver ATSC 3.0. Through this lab and working in partnership with major telecommunications companies and municipalities across Canada, Humber is piloting its first broadcast from the CN Tower, capturing the Toronto's glorious landscape and topography. Next on the list is designing and building the world's first ATSC 3.0 Smart City, a multi-year project and the first of its kind in the world.

## Developing, maintaining, and recognizing professional skills

Demand continued for upskilling and reskilling as workers searched for their next opportunity in an ever-evolving labour market. To meet the needs, Humber's Continuous Professional Learning (CPL) remained committed to offering high-quality certificates and courses that supported the development, maintenance, and recognition of professional skills.

In January 2024, Humber launched 'Humber PRO,' a micro-credential business line for employers seeking to upskill their talent in core and cross-functional competency areas, including effective collaboration, professional communication, and business case and project management basics.

In response to challenges posed by significant weather changes across Canada and beyond, a micro-credential in Disaster and Restoration Management successfully launched in January 2024 focused on restoration and compensation for property damaged during a natural or physical disaster.

Humber also launched an introductory podcasting course as part of the 2023 Global Summer School.



## Advancing Indigenous Education

To advance Indigenous education at Humber and build on its commitments to Mino nawendiwin - Good Relationships, Humber launched *All Our Relations*, a teaching and learning bundle / micro-credential. Designed to equip faculty and staff with a theoretical focus as they work to incorporate Indigenous voices, perspectives, teachings, histories, and experiences into their classrooms, this introductory course covers topics such as Indigenous education, worldviews, historical and contemporary realities, anti-Indigenous racism, and decolonizing teaching and learning. Forty Humber faculty and staff are in the process of completing this new learning bundle.

The micro-credential is stackable, allowing learners to add this bundle to other course completions to achieve additional credentials, including the training bundles that will be released later this year.





## Developing leading systems for student mobility

Humber's Academic Plan aims to ensure all learners are recognized at every stage of their academic journey for the skills, knowledge, and prior learning they have achieved at Humber and/or from other experiences.

In 2023/2024, Humber reviewed, modified, and developed several key Recognition of Prior Learning quality assurance structures and processes to ensure consistency in how transfer credit, pathways, and prior learning assessment recognition (PLAR) systems are applied across Humber.

Additionally, the institution formalized a program development process for both sending and receiving pathways and a student-centered PLAR process.



## Empowering students in their competency development

Humber is empowering students to develop, track, and articulate their employability skills based on their experiences inside and outside the classroom. Stemming from Humber's Academic Plan and grounded in the Humber Learning Outcomes (HLOs) that articulate key labour market competencies, the Student Employability Skills Hub provides a platform for Humber students to build a personalized profile and collect evidence related to their skill building.

With a launch scheduled for 2025/2026, the tool's foundational components were built this year, including a skills development matrix and design requirements. Several pilots were undertaken to test the Hub's functionality. Students who use the tool are expected to have an increased capacity to articulate and demonstrate their employability skills to prospective employers, ultimately leading to greater employer satisfaction and employment outcomes for students.



## Enabling students to move from theory to practice

Ensuring Humber students have the space to practice what they learn in the classroom and share their learning with one another are priorities for Humber as it helps cement their learning.

Humber completed construction of a two-storey addition at its Centre for Skilled Trades and Technology at Humber's Carrier Drive location, creating 16,000 sq. ft. of space for program offerings within the construction, industrial, and service sectors. The addition increases the opportunities for Humber students to practice their trades within their apprenticeship, certificate, and diploma programs using new and expanded course delivery spaces that incorporate virtual and augmented reality for hands-on learning.

Humber renovated several campus areas to accommodate new educational spaces:

- a Spa Lab
- a dedicated Electronics/Electrical/Mechatronics Lab
- an Instrumentation & Controls Lab
- a larger Industrial Design Lab
- a Thermodynamics Lab
- the Carol Reid ECE Living Classroom
- an enhanced Culinary Lab
- the Humber Archive

The construction of a new Town Square with student pods, a TV, food outlets, and student seating area commenced to enable students to gather, share their learnings, or simply relax while on campus.

## Creating living labs for arts and culture

The first phase of Humber's ambitious and sustainable capital development project, the Humber Cultural Hub, neared completion in 2023/2024. With the conclusion of this phase expected in fall 2024 comes the completion of a state-of-the-art recital and recording hall, many learning and practice labs for students, dedicated computer labs, 336-bed student residence, cafeteria, gymnasium, and faculty offices.

Using a geo-thermal system and operating with net zero carbon emissions, the eight-storey Humber Cultural Hub will provide the creative industries and arts and culture sector with unparalleled access to world-class, technology-rich teaching and learning spaces and equipment.



## 2023/2024 GOALS

# Exceptional Student Experience

**When learners choose Humber programs, they also choose our community and the infrastructure that supports learning. This includes other Humber students and the people who deliver our curriculum and provide our services, and the tools we use to communicate with them and provide in-class, online, or hybrid learning. Our learners' success and capacity to thrive hinges on equitable and accessible service provision, a culture that nourishes its people, and our ability to create a learning, living and working environment where they feel like they belong. Humber's commitment to creating an inclusive, healthy, and sustainable campus environment and braiding Indigenous ways of being, knowing and doing into our approaches continues to drive key elements of our community culture.**

## Fostering international student and graduate career progression

In 2023, Humber voluntarily participated in the Standards of Practice for International Education Quality Assurance (QA) Audit. The pilot sought to develop a set of minimum standards for international student services built on existing practices and legislative and policy framework and QA mechanisms that support the academic and personal success of international learners.

The audit panel reflected on Humber's commitment to quality assurance and the experience of international students by noting the following: *"...Humber College recognizes and adapts its processes and services to meet the needs of international students. These are examples of best practices that can be shared with other colleges on how to meet the needs of learners along their learning journey from Admission to Alumni."*

The International Graduate School (IGS) undertook several student success initiatives. In addition to launching its Industry Advisory Council, providing council on IGS programs and the expansion of student professional networks, the IGS partnered more than 450 learners with internationally trained professionals in more than 120 companies through its IGS Career Mentorship Program. The IGS also launched the Employability Skills Hub, enabling students to identify, capture, and showcase the skills they developed, and partnered with the Jamaican Canadian Association and Newcomer Women's Services Toronto on a project to bridge employment gaps for international graduates\*.

Across Humber, support to international learners launching careers included the new Devant platform which augments existing Humber advising and career services, providing access to industry networking opportunities and job searching and interviewing tools, such as on-demand AI mock interviews and resume and cover letter building tools

\*Supported by the Natural Sciences and Engineering Research Council of Canada's (NSERC) College and Community Social Innovation Fund.

## Enabling students to be at their best

Humber is committed to the health and well-being of its students, employees, and community. Working to ensure structures, supports, and services are available to assist each person in navigating their health and wellness journey, Humber launched several initiatives this year.

[humber.ca/healthyYOU](https://humber.ca/healthyYOU) is a new online one-stop place for student and employee well-being resources. In addition to health information, the site hosts well-being and healthy initiatives and events happening across Humber campuses.

Humber launched its new Food Strategy and Vision. Providing a holistic and strategic approach to on campus food, it focuses on the principles of food quality, equity and affordability, availability and accessibility, sustainable practices, cultural diversity and dietary preferences, and nutrition.

Two training sessions were launched to support learners experiencing difficulties.

- ***Mental Health: Recognize, Respond and Support Learners in Distress*** focuses on equipping Humber and the University of Guelph-Humber staff and faculty with skills to recognize learner distress, respond effectively, and connect a learner with on- and off-campus resources.
- ***Mental Health: Well-Being at Humber: Be There for Yourself and Others*** offers a similar learning experience for students supporting their peers. Students who complete the training receive co-curricular record recognition.



## Living inclusion and belonging commitments

Humber established a new division and Vice-President position dedicated to furthering inclusion and belonging (I&B).

With the formation of the new I&B Division came institutional restructuring that reflected the interconnections between the various departments that were subsumed under it. Humber's Indigenous Education and Engagement and Office of Sustainability are now housed within this new division, and the work of the former Centre for Human Rights, Equity and Inclusion was divided into two areas: a new EDIB office which joined the I&B Division and the Office of Human Rights & Harassment, which remained in People(s) and Culture.

An inaugural Dean was hired to lead the EDIB Office, and Humber's student equity hubs – the Black Student Support and Engagement, the LGBTQ+ Resource Centre, and the Spirituality and Wellness Centre – were moved within it.

This I&B Division's team commenced their engagement with the Humber community to develop the critical areas of action that will guide the work of their respective areas.

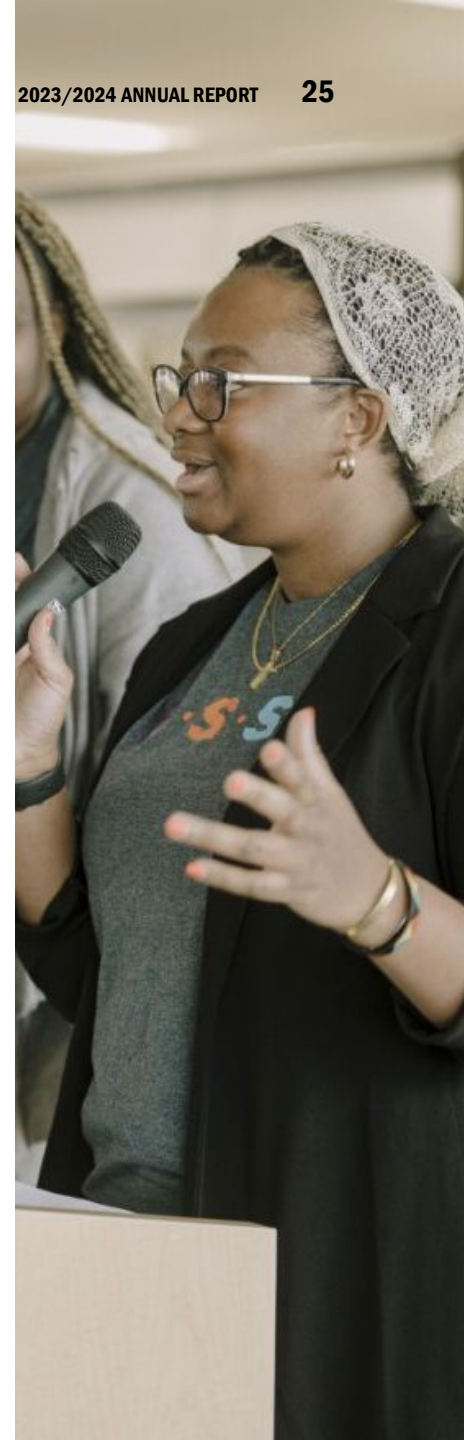


## Fostering belonging

A key priority for Humber is fostering belonging by reflecting diverse voices, knowledges, and lived experiences in its social and physical campus environments. The most recent Humber Student Success Survey results show that 88 per cent of students agree or strongly agree that Humber is an inclusive place for all people of all abilities/disabilities and identities and 71 per cent feel that they belong at Humber.

Humber's Black Student Support and Engagement, LGBTQ+ Resource Centre, Spirituality and Wellness Centre, and Indigenous Education and Engagement play a crucial role in fostering an inclusive and supportive campus environment. Taking an intersectional and culturally relative approach to addressing the unique needs of each community, they provide spaces for students to find understanding, connection, and empowerment that support mental, emotional, and spiritual health. In 2023/2024, they hosted over 200 events, workshops and programs contributing to community building and personal and professional development.

To ensure physical manifestations of diverse identities and the institution's commitment to human rights and inclusion, Humber continued to add murals within its interior and exterior spaces. One of the latest additions was the Pride flag, located on the institution's main North campus crosswalk, symbolizing love and acceptance and the importance of 2SLGBTQ+ rights in Canada and at Humber.





## Recognizing histories and treaty relationships

In addition to offering space to celebrate diverse identities and reflect Humber's values, the physical campus landscape provides a powerful canvas to recognize and teach the Humber community about history.

On Thursday, November 30, 2023, Humber raised the flags for the Mississaugas of the Credit and the Haudenosaunee Confederacy at its North Campus. This act acknowledges the traditional territory and connection of these nations to the land and waters where Humber is situated. It encourages the institution and its broader community to learn more about treaty relationships, and the history, culture, and traditions of these nations and recognizes the value Humber places on, and the steps the college is taking, toward reconciliation.

In the fall of 2023, Humber painted an Every Child Matters mural on the walkway to the North campus front doors. The painting reminds the Humber community of the Indigenous children who did not return home from residential schools, and that Humber has made commitments to the Truth and Reconciliation Commission's calls to action.

## Securing resources for the best student experience

Humber is committed to securing the resources that increase the accessibility of higher education, prepare graduates for an evolving workforce, and fuel innovation, entrepreneurship, and skills development to support industry resilience and growth across Canada.

Humber's inaugural public fundraising campaign, Unlimited, surpassed its initial target of \$50 million thanks to generous contributions of its supporters. Encouraged by this success, Humber set a new goal of \$100 million, and is proud to announce that \$95 million has been secured towards this ambitious objective. The campaign focuses on three pillars: accelerating student potential, igniting discovery and innovation, and transforming the learning experience.





## Enhancing abilities to work and learn in digital environments

The skills required for success in the workplace continue to evolve with increased digitization. Workers require the ability to leverage digital tools, manage information, conduct research, and communicate effectively and ethically in digital spaces. Collectively referred to as digital fluency, developing these skills across Humber's campuses is a priority for Humber's Digital Campus Plan.

In 2023/2024, Humber defined digital fluency competencies for its employees and began work on a digital fluency hub that aims to connect all initiatives across the college in support of these skills. The institution commenced the development of processes and technology that will enable employees to engage effectively, ethically, and equitably in their digitally enhanced learning and work environments.

## Personalizing the student experience

The student experience is a common priority for Humber's Academic and Digital Campus plans. Knowing that the experience starts well before a student arrives on campus, Humber kicked off the Digital Student Experience (DSX) initiative in early 2024 to simplify and personalize the student experience prior to and during the admissions process.

DSX includes:

- The Digital Experience Platform is a single, centrally managed platform for all Humber websites to deliver tailored and meaningful interactions with prospective students and learners as they explore Humber programs and services.
- Enrolment and Admissions Rethinking will provide a personalized experience throughout a student's admissions journey, from initial interest in Humber through to receiving and accepting an offer of admission.





## Enabling trusted digital identity

A foundational element of the Digital Student Experience program is to establish a new way of enabling secure and validated access to information and digital spaces for students and employees.

The Digital Identity initiative will support access to all digital services at Humber and enhance our ability to work with partners such as the University of Guelph Humber or the Real Estate Education Program. The new platform will support equity, diversity, inclusion, and belonging by providing a single place where all identity information is managed in one unique profile including preferred name, gender, and pronouns.

The first phase will focus on prospective student and employee identities including non-full-time faculty who require access to teaching and learning resources such as Humber's Learning Management System. In the second phase, the focus will shift to student, faculty, and staff identities.

## Continuing to lead sustainable campus development

Humber continued to lead the province in sustainable campus development in 2023/2024, receiving multiple designations and awards for its sustainability efforts.

This year, Humber received a gold rating in the Sustainability Tracking, Assessment & Rating System (STARS) - a transparent, self-reporting framework for colleges and universities to measure their sustainability performance. Humber scored higher than ever with 79 points out of 100. In addition to this rating, the Association for the Advancement of Sustainability in Higher Education (AASHE) ranked Humber:

- #1 in the Associate Colleges category for its sustainability efforts among 355 institutions from across the world, and in the Coordination and Planning category
- #3 in the Grounds and Waste categories
- #8 in the Water category

Other highlights included:

- Several recognitions and accolades for the Humber Cultural Hub: A Net Zero Carbon Building designation by the Canada Green Building Council (CAGBC), a 2024 Clean50 Top Project award, and silver in the Construction category at the World Federation of Colleges and Polytechnics Awards of Excellence.
- A designation as one of Canada's Greenest Employers for a ninth consecutive year.

## Decreasing our campus footprint

Humber's commitment to decreasing its campus footprint continues to produce results. As of this past year, Humber successfully reduced its energy consumption by 24 per cent/sq. ft. since 2016.

Initiatives that target campus operations in 2023/2024 included those aimed at:

- Reducing Humber's greenhouse gas emissions through initiatives such as Project SWITCH - which is converting Humber's steam pipe heating system to a hot water one and will play a significant role in reaching Humber's "net zero by 2050" goal. Once operational, the project will result in a 70 per cent reduction in natural gas use at North Campus and a 40 per cent reduction in carbon emissions.
- Decreasing emissions through programs like installation of EV chargers across Humber's campuses – which reached 46 this year.
- Reducing waste through initiatives such as #reusehumber – the replacement of disposable containers with reusable ones at campus dining locations and the development of a print strategy to decrease campus print volume and paper consumption.
- Educating staff and faculty through learning events and workshops related to climate action, sustainability, and intersectionality.





## Introducing Green Building Standards

Humber continues to construct prestigious buildings recognized for their sustainability features - projects like the zero-carbon retrofit of NX, net zero energy and LEED Platinum Barrett CTI, and zero carbon construction of the Humber Cultural Hub. To push for even more stringent sustainability requirements for all new construction and renovations implemented at Humber, the institution announced its new Green Building Standards.

Aligned with and contributing to the Humber's Integrated Energy Master Plan and Climate Action Plan, these standards establish clear and comprehensive design and construction deliverables. They include targets spanning from greenhouse gas emissions and energy efficiency to health and wellness, academic partnership, accessibility, equity, diversity and inclusion, and the marketing and communication of projects post-completion.

By taking the lead on building sustainable and low carbon infrastructure, Humber hopes to inspire other organizations to follow suit and accelerate decarbonization.



## THE EXECUTIVE TEAM

Dr. Ann Marie Vaughan, President and CEO

Dr. Gina Antonacci, Senior Vice-President,  
Academic

Glenn Craney, Vice-President and Special  
Advisor to the President and CEO

Jason Hunter, Vice-President,  
Students and Institutional Planning

Jason Seright, Vice-President,  
Inclusion and Belonging

Jennifer O'Brien, Vice-President,  
People(s) and Culture

Kelly Jackson, Vice-President,  
External Affairs and Professional Learning

Sanjay Puri, Vice-President,  
Administration and CFO

Scott Briggs, Vice-President,  
Digital Innovation and CIO

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