HUMBER MAGAZINE

FOSTERING INDIGENOUS KNOWLEDGES P.5 / MICRO-CREDENTIALS SUPPORT CONTINUOUS LEARNING P.7 / GROWING THE NEXT GENERATION OF ENTREPRENEURS P.12 FALL/WINTER 2022

LAUNCHING THE ENTREPRENEURIAL MINDSET

HUMBER

ACCESS YOUR ALUMNI PERKS IN THE PALM OF YOUR HAND

Download our new app to access your services, benefits, contests and more!

CONTINUOUS PROFESSIONAL LEARNING
20% OFF
RAPID SKILLS COURSES

Download on the App Store

GET IT ON Google Play

Unlimited

HUMBER ALUMNI

HUMBER MAGAZINE

A PUBLICATION FOR HUMBER ALUMNI AND FRIENDS

FALL/WINTER 2022

Advancement and Alumni
Humber College
Institute of Technology
& Advanced Learning
205 Humber College Blvd.
Learning Resource Commons
Toronto, Ontario M9W 5L7

Telephone: 416.673.0152
Toll-free: 1.877.373.0152
Email: alumni@humber.ca

Visit us online at **humber.ca/alumni**

@HumberAlumni

/HumberCollegeAlumni

@HumberAlumni

HumberCollegeAlumni

Art Direction,
Design & Production:
Borealis Creative Agency Inc.

Humber Magazine has a circulation of 76,500.

Publications Mail Agreement Number: 40063415

MIX
Paper from responsible sources
FSC® C101537

HUMBER

CONTENTS

PAGE 3: Indigenization at Humber.

NEWS

4 President's Message
5 Humber News
10 Ask an Expert
31 Athletics

ALUMNI FOCUS

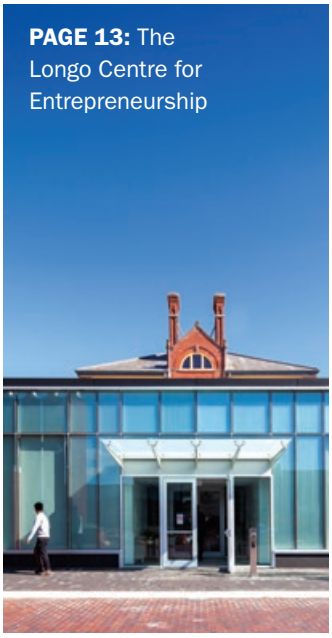
26 Alumni Spotlight
30 Events
33 Class Notes
34 Flashback

FEATURES

13 The Longo Family Foundation strengthens entrepreneurship and small business creation

17 The Longo Centre for Entrepreneurship — a hub for next generation business leaders

20 Sharing the impact of Humber's donor community



PAGE 13: The Longo Centre for Entrepreneurship

PRESIDENT'S MESSAGE

AS HUMBER COLLEGE'S NEW President and CEO, it is a privilege for me to introduce myself and extend my heartfelt greetings by way of this message in the fall 2022 issue of Humber Magazine. I am excited to be at Humber and I look forward to building on the college's successes and fostering an exceptional educational environment for all learners.

We have just experienced one of the most disruptive times in the world's history. The impact of the COVID-19 pandemic has changed student needs and expectations along with our economy and social structures. Yet, despite this event, Humber has stayed the course and continues to be a gateway for students to succeed in the workforce.

One of the first things I noticed about Humber is its unwavering commitment to entrepreneurship and innovation and the importance of embracing this philosophy in everything that we do. I believe it is critical to create an environment that cultivates hands-on learning and skills building, along with a culture of resiliency so that Humber students can pivot and persevere in times of uncertainty.

Entrepreneurial skills are needed now more than ever as we enter a post-pandemic world. We heard many positive stories about this from our students and alumni, including how they adjusted their lives, came up with new ideas and solutions, and, in some cases, launched business ventures, forging new paths forward.

This issue of Humber Magazine centres on the theme of innovation and fuelling the entrepreneurial spirit. The cover highlights the sparks of creativity that lead to many kinds of entrepreneurship. The launching of bright ideas, shown by the illuminating lights, represents Humber's students, ready to take off and make their mark using the skills they have obtained at college.

In this edition, you will find many stories about members of the Humber community as they discover their unlimited potential, forming ideas that will mold the future of the college as we enter a new generation of recovery, renewal, and hope. These stories include remarkable gifts from our community of supporters, such as the Longo Family Foundation, Magna, and BMO Financial Group, that help build entrepreneurial skills, leading to a path of post-pandemic recovery.

I would like to extend my gratitude to our donor and alumni community who have stepped up and supported Humber in many ways – from donating to scholarships, bursaries, and emergency funds to volunteering their time and expertise as part of Humber's first comprehensive fundraising campaign, *Unlimited*. Lights can only illuminate from a source, and this source is you, our community of supporters. *Thank you*.

Please enjoy this edition of *Humber Magazine*. ●

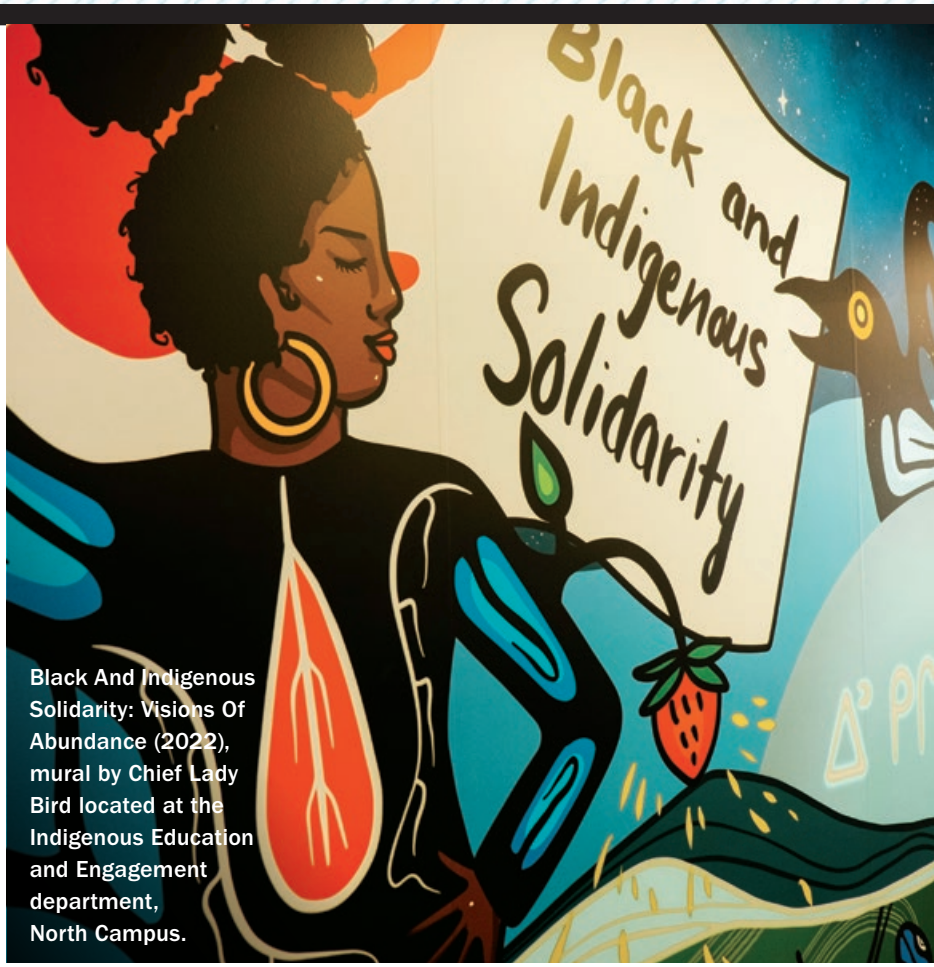
Dr. Ann Marie Vaughan

Humber News.

NAAWSIDOONG MINO NAWENDIWIN: BUILDING GOOD RELATIONSHIPS

HUMBER COLLEGE IS COMMITTED TO RECOGNIZING AND CELEBRATING INDIGENOUS CULTURES, HISTORIES, AND KNOWLEDGES.

In response to the Truth and Reconciliation Commission (TRC) of Canada's Report Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples and the principles outlined in CICan's (Colleges and Institutes Canada) Indigenous Education Protocol, Humber has developed an Indigenous Education Plan (IEP), a framework for how Humber will support Indigenous learners, families, communities and organizations.



Black And Indigenous Solidarity: Visions Of Abundance (2022), mural by Chief Lady Bird located at the Indigenous Education and Engagement department, North Campus.

This work is led by the Indigenous Education and Engagement department and guided by Humber's Indigenous Education Advisory Council. Jason Seright, Dean, Indigenous Education and Engagement states, "Our focus has been — and will continue to be — building mino nawendiwin (good relationships) with the communities we engage, both on and off campus. Humber recognizes that it must continue to innovate through holistic approaches of Indigenization and that's what the IEP aims to do."

The IEP has four main priorities:

- **INCLUSIVE GOVERNANCE AND CAMPUS CULTURE:** Developing clear structures, processes and adequate resources to ensure the continuous guidance, collaboration and leadership of Indigenous peoples and enriching campuses and physical landscapes with a stronger Indigenous presence, including new Indigenous murals at Humber College and University of Guelph-Humber campuses.
- **EXCELLENCE IN INDIGENOUS EDUCATION AND RESEARCH:** Braiding Indigenous ways of being, knowing and doing into Humber's academic programs,

course content and co-curricular activities and expanding research initiatives that are community-led, reciprocal and centred in Indigenous ways.

- **CULTURALLY RICH, SAFE AND SUPPORTIVE LEARNING ENVIRONMENTS:** Empowering Indigenous learners to achieve their full potential and designing and delivering initiatives that establish positive, nurturing and healthy relationships to build a sense of belonging.
- **COLLABORATIVE COMMUNITY ENGAGEMENT:** Partnering with Indigenous communities to develop outreach initiatives that are meaningful, authentic and responsive to the strengths and diverse needs of Indigenous students, families and communities and strengthening bonds of respect, reciprocity, innovation and creativity.

Many individuals have contributed to the IEP as partners and diverse voices to help shape and inform its goals and principles. This includes Humber's Indigenous Education Advisory Council, Elders, Indigenous communities and organizations, students, alumni, faculty and staff who have also been integral to the plan's development.

All members of the Humber community have a place and a role in the important work ahead to develop and implement the plan's priorities and to reinforce the college's longstanding commitment to Indigenous students, families, communities and organizations. ●

Q+A Meet our new President

Recently, we had a chance to sit down with Dr. Ann Marie Vaughan to learn more about Humber's new president.

What does it mean to you to be the first woman president and CEO of Humber College?
It's very humbling. It's also a good example for other women who want to progress in this field. I'm conscious that I may be viewed as a role model and am aware of the responsibility that comes with it. I'm thrilled to have this opportunity and to join the Humber College community.

What attracted you to Humber College?
What's not to be attracted to with Humber? The college's reputation as a polytechnic leader extends beyond the GTA and province as Humber is known nationally and internationally. The opportunity to be at Humber was exciting and it feels amazing to join the team. The people you meet are doing wonderful, creative, and innovative things — and that doesn't go unnoticed when you're outside of Humber.

What do you like to do in your spare time?
I love gardening and I like being outdoors. I'm also active in the sport of figure skating — I have been throughout my life. But gardening is definitely my thing.

If you were stranded on a deserted island, what would be the one book and album you would want with you?
I'd like the book to be about how to escape being on a deserted island. It has to be ABBA Gold *for the album.*

What's the best piece of advice you've ever been given?
The poet Ralph Waldo Emerson has a quote, "Do not go where the path may lead, go instead where there is no path and leave a trail," and that has been core to my thinking as an individual and as a leader. In some ways, that's indicative of how I'm the first woman to become president of Humber — I'm a bit rebellious in the sense that I like to go a different route, and I like to create my own path along the way.

What's your advice for students today?
I always say life comes with twists and turns. Take advantage by leaning into those curves because you don't know where they will take you — it could be to a better place than you ever imagined. The post-secondary experience [is] an experience of self-discovery in many ways and it's about taking advantage of the curves, the opportunities, the things that can lead you somewhere unexpected and even better than where you thought you would be. ●

Micro-credentials, Macro Resilience

Humber helps Canadians get ahead in their careers

Micro-credentials help people upgrade or relearn crucial skills. That's why Humber and the SickKids Centre for Community Mental Health (CCMH) Learning Institute recently partnered on two new micro-credentials designed to provide leadership skills and knowledge for those in community mental health services.

The new **Excellence in Mental Health Leadership** program aims to address the increased demand for services and will strengthen the leadership pipeline. The program offers prospective leaders the skills they need to be effective in a challenging environment and to adapt and grow as the industry continues to change.

Once completed, learners can share a digital badge with employers that can be displayed on an online resume, portfolio or website. Many upskilling programs require hours of in-class learning and a structured schedule, but micro-credentials provide participants with the flexibility to study on their own time. As a result, they can continue working, caring for their families and fulfilling their responsibilities while improving their employability.

Over the past few years, Humber has built a robust catalogue of micro-credentials and continuous professional learning with new offerings that support a wide range of industries. This includes the micro-credential program for people who are unemployed, underemployed or those who have prior credentials and need their skills officially recognized, such as new Canadians.

The Open Mind: Mental Health and Wellness for Frontline Professionals is another program that helps workers learn how to balance the physical and emotional challenges that come with a career as a front-line worker and familiarizes participants with wellness techniques to maximize healing, resilience and positivity.

Many of Humber's micro-credential programs are supported through funding from the Government of Ontario. The programs aim to strengthen participants' employability and respond to industry needs by providing tools to help them be effective, efficient and adaptive to the changes experienced by many industries in Ontario following the pandemic.

Whether you're looking to acquire rapid skills or establish the foundations for a new career, our expanding range of online and in-person courses will meet your career goals. For more information, visit **humber.ca/microcredentials**. ●

BADGE OF HOPE

Sharing messages of positivity leads to new business idea.

When the COVID-19 pandemic started, Humber nursing student Cassandra Fedele knew she needed to step in and help. At the time, Fedele was a full-time Human Resources Specialist for a private long-term care company. "I saw first-hand what was going on and how it was affecting both staff and residents," she says, emphasizing that some of the seniors homes of the company were among the hardest hit in Ontario during the first and second wave. Fedele's experience, coupled with a childhood interest in biology, made it second nature for her to consider nursing as her next career move. "HR is very personable, and because I'm an extrovert, nursing is that natural next step to getting into a medical field." Fedele enrolled in Humber's Practical Nursing Program in 2021.

BRINGING JOY TO STAFF AND PATIENTS

It was during one of her clinical placements when Fedele tapped into an entrepreneurial spirit she never knew she had. She noticed right away that the lanyards and identification badges that hospital staff wore were "plain black or white". In an effort to bring creativity, colour, and joy to staff and patients, Fedele began decorating her identification badge. "We need our badges for everything from entering the facility to opening doors," says Fedele. "The idea just came from wanting to take what we see as laborious and turning it into something more fun."

Soon after, her colleagues began to ask for one. To pay for her orders of badge reels and accessories, as well as support herself financially, Fedele applied for the BMO Entrepreneurship Scholarship and became the inaugural recipient in 2021. The scholarship is part of a generous commitment of $750,000 from BMO Financial Group that supports the next generation of Canadian entrepreneurs and helps foster a future business community that is more diverse and inclusive.

Today, Fedele's company, which she named Coffee & Care Co, has sold over 450 badges to frontline health care staff via Etsy and through word of mouth. Fedele has expanded her designs to include messages of hope and empowerment to support her colleagues. She has also created interchangeable badge reels for different occasions and expanded her line to include lanyards, laptop stickers, and keychains that light up for nurses covering night shifts. Fedele finds solace in having a hands-on hobby. "It has been really helpful," she says, adding that being creative has helped her deal with stress and time management.

A BREAKTHROUGH MOMENT

Fedele's advice for those thinking of applying for the BMO Entrepreneurship Scholarship – "Don't wait. Just put yourself out there. I don't think having a success story defines that you are an entrepreneur. If you are out there doing something you love, it will work out."

Fedele recalls a breakthrough moment she had with a patient with dementia and Alzheimer's disease. The patient would often talk in a loop, for 20 minutes, non-stop. On this particular day, Fedele was wearing a sparkly, pink-coloured badge reel she made and it caught the patient's eye. Fedele took off her badge and let the patient fidget with it. "That was probably the first time where she and I had a conversation, and she didn't repeat herself," says Fedele. The patient started to share new memories describing how she, too, was very artistic as a child. "That was a nice indication to me that, yes, this is a good business. It's nice for nurses but also nice for patients. It's moments like this that make me want to continue." ●

It's hard to see unexpected health bills coming.

That's why there's Alumni Health and Dental Insurance.

Unexpected health expenses are a part of life. And they seldom come with a "heads up" warning (wouldn't that be great?). So how can you be prepared for something you don't see coming?

With **Alumni Health and Dental Insurance**. It can help reduce your out-of-pocket costs for routine and unexpected health expenses not covered by your government health insurance plan. Things like dental care, prescription drugs, vision care, mental health therapy, massages and more. Get your free quote today.

Protection for what you don't see coming.

Get a quote today.

Call 1-866-842-5757

or visit us at Manulife.com/humber

Manulife

Underwritten by
The Manufacturers Life Insurance Company (Manulife).
Manulife, Stylized M Design, Manulife & Stylized M Design, and FollowMe Health are trademarks of The Manufacturers Life Insurance Company and are used by it, and by its affiliates under license. Available to Canadian residents only. © 2022 The Manufacturers Life Insurance Company. All rights reserved. Manulife, P.O. Box 670, Stn Waterloo, Waterloo, ON N2J 4B8.
*Conditions, limitations and exclusions may apply. See policy for full details.
Accessible formats and communication supports are available upon request. Visit **Manulife.ca/accessibility** for more information.

Tips + Advice

Alumni share valuable insights on the new world of work.

NAVIGATING A HYBRID WORK ENVIRONMENT

Mia Pearson
Public Relations, 1992

Mia Pearson is a renowned entrepreneur, innovator, corporate strategist and distinguished figure in Canadian media and progressive public relations. She was the co-founder of High Road Communications, North Strategic and Notch Video, CEO of the award-winning creative agency MSL Canada, and president (Canadian Region) at FleishmanHillard.

Working with iconic brands, advising C-Suite executives and leading global campaigns, Mia was recognized as a Women's Executive Network Top 100 Most Powerful Women in Canada Hall of Fame inductee and is a recipient of RBC's Female Entrepreneur of the Year award.

Mia currently serves on the Board of Directors for Enactus Canada inspiring and supporting upcoming entrepreneurs with initiatives surrounding social good.

Mia shares her thoughts about corporate culture, employee satisfaction, team morale and leadership in today's hybrid work model.

I definitely expect this hybrid trend to continue well into the future, and it has to be based on a culture of trust. If we look pre-pandemic, there may have been a notion that people working remotely wouldn't be as productive as they would in the office. I think the pandemic taught us differently.

It comes back to trust that employees will get their work done in whatever environment works best for them. Beyond that, flexibility will be important as specific roles and individuals have different requirements.

For example, a writer or designer might have a preferred quiet space for creativity, while an event committee could perform better in a joint setting.

Companies should be less regimented and more purposeful in their decision-making. You want to build a strong culture, allow for collaboration and be able to attract and retain good talent, but there's no one-size-fits-all solution.

It's about listening to your people and one thing the pandemic did was allow us to reset in terms of our jobs, our wants and our values. We now have the infrastructure in place to make working arrangements more fluid.

Lastly, remember to disconnect. Having the ability to work from anywhere shouldn't mean you're constantly working. Maintain a balance between your personal and professional life and as this situation evolves, I think people will become more comfortable and more aware of doing that.

As a leader, offer guidance, be supportive, lead by example and encourage employees to take time for themselves. Also, find time to learn about others and their interests and form relationships as a team. Even if you're not always together, you should feel like you're a part of something. ●

Are you a recent graduate? Humber's Advising and Career Services range from career coaching and community events to peer support and resume reviews. For more information, visit **careers.humber.ca**.

VIRTUAL INTERVIEWS

Kimberlee Shelley
Paralegal
Education, 2010

Kimberlee Shelley is an author, community and political activist, talk show host and human resources professional. She has received many accolades including the *RBC Top 25 Canadian Immigrant Awards, Canada International Black Women Excellence Top 100 Black Women to Watch, Brampton Top 40 Under 40, Mississauga Board of Trade Business Person of The Year and the United Way Of Peel Region Community Leadership Award.* Kimberlee currently works as Branch Manager at Universal Staffing and as Advisor, Stakeholder Relations to Graham McGregor, MPP for Brampton North.

What are the biggest differences between in-person and virtual interviews?
While virtual interviews provide greater flexibility and can accelerate the hiring process, meeting candidates in person offers the best opportunity for genuine engagement. For roles such as client-focused or leadership positions, many hiring professionals prefer to meet face-to-face.

Virtual interviews are not going away, but in terms of reading body language and gauging interpersonal skills, recruiters may opt for in-person. It ultimately depends on the position and the type of recruiting being done.

What are the top three things hiring managers are looking for when conducting a virtual interview?
Virtual interviews eliminate some tried-and-true methods for in-person interviews, so candidates have to capitalize on alternative ways to make a good impression. The biggest key is to remember this is still a formal interview. Hiring managers are looking for preparation and punctuality, staying focused and visually engaged and dressing for success (even remotely).

With our changing landscape, what should candidates consider when applying for a new job?
So much has changed since I started in HR over a decade ago. Social media has evolved tremendously as a recruitment tool and a way to share and obtain information.

Factors candidates should consider in taking or applying for positions include additional values such as wanting flexibility in their work week, vacation (and float) days, continuous learning incentives, specific benefits that meet their needs and the option of a hybrid model.

How does the remote or hybrid working model relate to job applicants today?
It's something many candidates are actively seeking and something employers need to consider. There are pros and cons to remote arrangements, so it's important for leadership to discover any obstacles and minimize and manage them. Fundamental aspects include communication, coordination, connection and culture.

Over time, we'll see how companies evolve to remain competitive in acquiring top talent. ●

ALL IN THE FAMILY

A donation of $5 million from the Longo Family Foundation strengthens entrepreneurship and small business creation

By Jennifer Lee | Illustration by Wenting Li

In 1956, three brothers — Tommy, Joe, and Gus Longo — opened a single store fruit market near the corner of Yonge Street and Castlefield Avenue — the heart of midtown Toronto.

Known for their sense of community and family values of honesty, trustworthiness, and mutual respect, the brothers, under the encouragement and support of their parents, soon opened a new store at Woodbine and Mortimer Avenue – which became the first official Longo's Fruit Market.

The source of their inspiration boils down to one word — *voglia* — which has been the family's core belief and passed on from generation to generation, ever since they immigrated to Canada as farmers from Sicily in 1951. In Italian, *voglia* means to have "the desire or will to get things done". And that's what the Longo family takes with them every day — to find ways of sharing fresh foods from farm to table by treating guests, team members, and vendor partners "just like family".

Today, Longo's is a thriving business with 37 locations, 7000+ team members, and incorporates Grocery Gateway, a robust e-commerce platform. "It was their dream to start a business," says Anthony Longo, president and CEO of Longo's, sharing that his dad (Tommy) was only 22 years old when he, along with his brothers, opened their first store. "If they didn't have that encouragement, and the help of family and friends back then, Longo's would never have been born."

In 1998, Longo's formed the Longo Family Foundation so the thriving family-based business can give back to the community. And on June 6, 2022, the Family Foundation announced a transformational donation of $5 million to Humber College to help even more dreams come true. The gift supports business and leadership education through scholarships, entrepreneurship programming, and increased mentorship opportunities that will help small businesses find their footing and place them on the road to success.

"WE WANT TO BUILD THOUSANDS OF STORIES LIKE LONGO'S"

Unique to the Longo's gift is the way their donation has been broken down into thoughtful components to both remove barriers and help shape the future of small business development in Canada — one that is diverse, hopeful, resilient, and compassionate. "The gift is structured in a way that helps youth launch businesses in a very positive and successful way," says Anthony Longo. "We want to build thousands of stories like Longo's, helping those 22-year-olds get started on whatever their dream is."

Components of the gift include supporting a variety of programs to assist students embarking on their entrepreneurial endeavours. The Longo Family Be Your Own Boss Workshops and Video Pitch Competition supports workshops and pitch streams for both college and high school students, allowing students to be creative, articulate, and succinct in the delivery of their business ideas. The Longo Family Advisory: Student Business Consulting program is a student-led consulting business that offers free professional business management advice to local businesses in the community.

The Longo Family Leader-in-Residence in Small Business Management Program will see a distinguished business leader with start-up experience be invited to mentor and deliver seminars to aid students in business management and bring developed concepts to the next phase of commercialization. These seminars will also provide much-needed funds for students to launch their business ideas. The Longo Family Scholarship Program will also provide monetary support to countless students, including a scholarship that encourages diversity in small business entrepreneurship. "It's tough today for sure," admits Anthony Longo. "For young people who are having trouble putting together the funds to go to school, [the scholarships] will help many attend Humber, who were unable to attend in the past, but are very worthy students who should be there."

Unique to the Longo gift is that it is open to students in any area of study, from nursing to fashion management

to the skilled trades. "We have a whole series of programs within. That's what it takes to develop a business and a personal skill set to build a business," says Anthony Longo. "The gift is a combination of components to help get students ready to take on their next challenges after graduation."

In recognition of their generosity, Humber's Faculty of Business and Centre for Entrepreneurship has been named the Longo Faculty of Business and the Longo Centre for Entrepreneurship. The donation also helped Humber exceed its $50 million fundraising goal for Unlimited – the College's first comprehensive fundraising campaign. The achievement marks a milestone for the college and its community of supporters.

"We are grateful for this transformational gift and know that students will benefit from the financial support and programming provided, as well as the knowledge that a leading Canadian company has recognized their unlimited potential," says Alvina Cassiani, senior dean, Longo Faculty of Business.

A LONGSTANDING HISTORY WITH HUMBER

The Longo family has a longstanding history with Humber. Anthony Longo graduated from Humber's Business Administration Program in 1982 and has since served as Chair of Humber's Board of Governors and Co-Chair of the Unlimited Campaign. More than 7 members of the extended Longo family are Humber alumni, graduating from programs from Project Management to Early Childhood Education. The Longo family has been an industry partner of Humber's Hospitality and Tourism Programs since 2000, supporting Humber's Culinary Centre expansion in 2008 by helping secure new industry partnerships. Longo's has also been involved with Humber's annual signature golf tournaments and events, and most recently, contributed to Humber's SOS Fund, which helps students overcome challenges related to the COVID-19 pandemic.

"Humber plays an important role in our community, not just in Toronto but the surrounding areas," says Anthony Longo. "What I really love is that it's a polytechnic, so we have career-ready students at the end of the day who have graduated and can get into their careers right away. Humber, in my opinion anyway, is the best post-secondary suited to do that."

CREATING THAT "FLYWHEEL EFFECT"

Anthony Longo truly believes that small-and medium-sized businesses are the engine for economic growth. "They're the engine for hiring more and more people. That's the way Ontario is going to continue to prosper and how Canada is going to continue to prosper." Anthony emphasizes that the Longo Family Foundation wants to create that "flywheel effect" where "there's innovation and productivity to help drive families, economies and a better life for people in our community."

The Longo Centre for Entrepreneurship (CfE) was named with this vision in mind to support business and leadership education, contribute to small business development, keep our economies running and strengthen our communities. The Longo CfE is open to anyone who wants to explore entrepreneurship and learn entrepreneurial skills from early stage to mentorship and leadership development. Expert support is available for students, alumni and community across all disciplines and industries.

Recently, the Longo Family Foundation has promoted the CfE and

its membership resources to their 7000+ team members as a professional growth and development opportunity (for more about the Longo CfE, see page 16).

THE SILVER LINING

For members of the Humber community, the Longo gift couldn't come at a better time. "The last two years showed us nothing more than [that] small businesses were probably hurt the most," says Rosanne Longo, spokesperson and Chair of the Longo Family Foundation. "But at the same time, the silver lining was [that] a lot of businesses developed from those startups and are thriving because of the pandemic."

Just before the pandemic, Humber alumnus, Aparup Dhar, started his small business, BABUNI, which focuses on distributing award-winning gourmet products to clients in Canada and the U.S. "We faced huge competition and uncertainties from major chains. The pandemic impacted small businesses in many ways," says Dhar. "But we are doing our best by rolling up our sleeves to survive during inflation and post-pandemic." He says the pandemic pushed him to migrate his sales to a stronger digital platform. Calling it his "biggest game-changer", Dhar found that it helped get many of his specialty products noticed, including his award-winning olive oils, truffles, vinegars, and honeys sourced from Canadian farmers. "Our goal was to support households — even in the most remote areas — and we are thankful to our online partners for that."

Amidst the challenges, Dhar, like the Longos, took the helm by supporting local communities during the pandemic by offering BABUNI products to food banks and donating a portion of his sales to local charities.

Dhar continues to stay in touch with the Humber community and recently created the BABUNI Scholarship available annually to a Humber student in the Culinary Management program who self-identifies as a woman who is Indigenous, Black/African, or a Racialized person. He views Humber as an extended family, plans to recruit two interns from the college, and is considering becoming a member of the Longo CfE.

Top: (L–R) Alvina Cassiani, Senior Dean, Longo Faculty of Business, Anthony Longo, Rosanne Longo; Longo's at York Mills; Broadway Fruit Market at Yonge Street & Castlefield Avenue, 1956; Cheryl Mitchell, Director, Longo CfE (L), Anthony Longo, Alvina Cassiani.

CREATING A STRONGER, HEALTHIER COMMUNITY — TOGETHER

When asked about giving back, Rosanne Longo doesn't hesitate to invite the community to join them. "Our vision is to contribute to a world of strong healthy families — one where children and youth can reach their full potential," she says. "We take the responsibility of being leaders in the community very seriously and it's important to us to contribute and inspire others to join us in the cause and make the community stronger and healthier together."

"We want you to come back. We want you to take adult learning classes and be part of the alumni," says Anthony Longo. "Humber is a special place and it's creating many opportunities." ●

Membership to the Longo CfE is free for alumni, community members, and students. For more information see page 17 or visit **humber.ca/cfe/membership.**

In "All in the Family" (page 12), Anthony Longo refers to the "flywheel effect" from the book *Good to Great**. It's a concept that says good-to-great transformations never happen in one fell swoop. Rather, they happen when a series of small actions build on one another over time until they reach a point of breakthrough, similar to the momentum created by a flywheel.

Illustration by Wenting Li

*(Collins, J. (2001). *Good to Great*. Random House Business Books.).

IT IS A TIME OF CHANGE, EXCITEMENT, AND boundless promise at Humber College. Backed by a significant donation and a commitment to cultivating the business leaders of tomorrow, the establishment of the Longo Centre for Entrepreneurship (Longo CfE) marks a watershed moment for the college.

What was previously known as the Innovation Humber Incubator, the Longo CfE has undergone a remarkable development thanks to a generous $5-million commitment on behalf of the Longo family (see page 12). The Longo CfE now stands shoulder-to-shoulder with some of the most vibrant post-secondary based business incubators in the country and will serve as a dynamic launching pad for small businesses and the next generation of Canadian entrepreneurs.

Located at the Lakeshore campus, the Longo CfE invites anyone who wants to develop a promising business idea to become a member. It offers Humber students, alumni, and the local community the programs, resources, production and meeting spaces, and networks to advance their business ideas. Whatever stage of development aspiring business owners find themselves in, the Longo CfE is prepared to assist.

EXPANDING THE COLLEGE'S REACH

"It is definitely a new path," says Longo CfE Director, Cheryl Mitchell, about the expansion. "This allows us to access more resources and take the Longo CfE to the next level. It also allows us to reach out to many more students, alumni, and the wider community." Mitchell enthuses that there is even funding earmarked for high school students to spark creativity and provide exposure to business start-ups. "The Longo CfE opens doors," she says, remarking how the funding caters to everyone at all ages and stages – from video pitch competitions to creating business plans. "We tell students, if you have a passion and desire, then go for it. It can be any industry and it's a viable opportunity for people who are in any program of study."

That encouragement is even more enticing as the physical space of the Longo CfE has evolved to accommodate the activities and services that will directly help to educate and even fast-track entrepreneurs who are ready to evolve.

COMMUNITY AND MENTORSHIP

Humber's extensive mentorship network represents a powerful proposition for helping to advance young entrepreneurs. The college draws on a mix of industry veterans, faculty, community members, and alumni to help in all facets of business development. By becoming a member of the Longo CfE, aspiring entrepreneurs have so many opportunities to connect and expand their network of resources.

"We provide the hands-on experience and give people the opportunity to work with industry," says Mitchell. "Work integration ties into what students are learning in class. We want to give them that exposure for clearer career direction."

PROGRAMS TO PROGRESS

The programs and services are designed to align with the diverse needs of entrepreneurs, Mitchell points out. "We want to help anyone who's interested," she says. "Whether they have an idea or existing business or simply want to learn about the Longo CfE, there's an opportunity to do that."

Different programs give participants enough variety that they can better channel their work. These programs include:

Longo Family Be Your Own Boss Workshops and Video Pitch Competition

Most entrepreneurs are motivated to be in charge and control their destiny. The Longo Family Be Your Own Boss Workshops helps members bolster those essential business skills. The seven-week workshop series sharpens the focus on key aspects of business, including ideation, marketing, promotions, sales, finance, funding, and operations. Certification and Co-Curricular Record (CCR) accreditation are available for participants.

The second part of the program offers a video pitch competition to develop skills for pitching and business promotions. Participants are invited to create a two-minute video showcasing a new or current business idea while being judged by a panel that includes representatives of the Longo family. Approximately $46,500 will be available in prizes broken down into two prize structures for up to four winners in the Diversity in Entrepreneurship stream (for college students) and Future Entrepreneurs (for students in their final year of high school).

BMO 'Launch Me' Program

As every entrepreneur soon learns, perfecting the pitch is fundamental to business. Through this program, participants undertake a series of skill-building workshops that help to prepare business ideas for that critical launch phase. Competition streams available under this program

include BMO Women Innovators, which supports women entrepreneurs; BMO Groundbreaker, which supports students, building innovators and problem solvers; and BMO New Graduate Startup, for alumni entrepreneurs traversing those first steps of developing a business idea.

A separate, two-stage competition focuses first on the business plan, then selected finalists go on to present a five-minute pitch to a panel of judges in hopes of winning start-up funds.

Longo Family Advisory: Student Business Consulting

A unique, hands-on program that gives students the opportunity to work within the field of entrepreneurship to support small businesses struggling during this difficult economic period. Students are paired with small businesses owners to help solve their business challenge(s) free-of-charge while they gain valuable experience.

Longo Family Leader-in-Residence in Small Business Management

Over the course of 12 weeks, students will learn planning, finance, marketing, and more. A Leader-in-Residence, a distinguished member of the business community with start-up experience will provide mentorship and guidance on aspects of business management. Students will have the opportunity to bring their developed concepts to the next phase of commercialization, allowing them to focus on establishing their business venture.

Small cohort sizes will create maximum opportunity for one-on-one support and collaboration and students will also receive $3,000 to propel their business ideas forward and establish their venture.

Key to Entrepreneurship Modules

The go-at-your-own-pace approach of this program provides maximum flexibility to those who may not be able to participate in programs at prescribed times. Arranged into ten modules, aspiring entrepreneurs learn the fundamentals of business through a balance of videos, quizzes and related resources that enrich their appreciation of what's involved in the business journey.

Women Entrepreneurs

This program encourages and empowers women entrepreneurs and is offered as a seven-module intensive that runs twice a year. The program helps early-stage entrepreneurs gain skills, connect with mentors, and draw on the supports necessary to take their ideas to the next level.

Experience Ventures

There is no substitute for real world experience and through this program students can enhance their entrepreneurial skills by working with innovative Canadian companies. This win-win arrangement sees students getting paid to work with companies who are interested in drawing on the insights, skills, and enthusiasm that students and aspiring entrepreneurs have to offer.

In addition, a range of sessions are offered that cover the many issues that affect entrepreneurs. Experts are invited to conduct one-off workshops (e.g., financial, legal, and digital/website advice). As well, scholarships are available for current Humber students and high school students.

WORKING WITH IDEAS

The new Idea Lab at the Longo CfE is a maker space that's operated in conjunction with the Lakeshore campus' library. The third floor has been transformed into a host of tools, resources, and workshops that can help members further explore and advance their ideas. Production facilities such as video and audio suites, vinyl cutters, 3-D printers, sewing machines, and more are available. A virtual reality kiosk helps members practice their interviewing, pitching and presentation skills while participants benefit from working alongside fellow entrepreneurs.

"It differentiates us in the college sector," Mitchell points out. "We provide training on how to use the equipment and have resource people there to assist."

There has also been an investment in the BMO Innovation Commons, a large and adaptable gathering space that encourages more networking and events that serve both the campus and surrounding business communities.

A FRESH SENSE OF POSSIBILITY

The pandemic naturally provided an opportunity for students to take stock of their aspirations and current job prospects. As the Longo CfE offered remote access to the programs and resources, people could explore opportunities from the comfort of their home. This hybrid model helped to boost engagement and will be maintained going forward.

For aspiring photographer, Phoenix Fernandes, the Longo CfE presented just the opportunity he was looking for to complement his Business Administration course. Phoenix originally heard about the program through a teacher, signed up and started to explore the available services. He devotes 5-10 hours a week to developing his portrait photography while maintaining his regular course load.

"If you're thinking of starting your business, the Longo CfE is a great way to get it going," he says. "I've started to bring in revenue and now the next step is to market myself more."

CULTIVATING SUCCESS AT EVERY LEVEL

Mitchell recounts how important it is to see students who have successfully launched their ventures return and impart the lessons they've learned.

Being able to draw on the skills and resources of the wider Humber community both past and present will strengthen the Longo CfE. "There are lots of ways to get involved," says Mitchell, "and we encourage everyone to become a member. You can be involved at the idea or support stages, or even be a facilitator. We're always on the lookout for mentors."

Furthermore, with the Longo gift, Mitchell and her team can now start to conduct outreach to more high school students and introduce the idea of choosing Humber to learn the ropes of running their own business. With BMO's backing, additional supports for women and diverse groups are ensuring opportunities are better shared and supported where they haven't traditionally been available.

For now, Mitchell and her colleagues, as well as participants at all stages of development, are enjoying the prospect of taking their education and their ideas to the next level.

As has always been the case, every entrepreneur's story is unique. It will be especially gratifying in the coming years to share the many stories whose first chapters will have started here. ●

BECOME A MEMBER TODAY

JOIN THE LONGO CENTRE FOR ENTREPRENEURSHIP

The Longo Centre for Entrepreneurship is for everyone who wants to explore entrepreneurship and learn entrepreneurial skills. We support early-stage business development and offer expert support, resources and access to opportunities for alumni and community across all disciplines and industries.

THE CENTRE OFFERS:

- Support to create and grow your business
- Opportunities to secure seed funding and scholarships
- Mentorship, networking and Information-sharing activities
- Workshops, seminars and opportunities to learn from leaders in the field
- Access meeting spaces and other business resources
- Free membership – join today!

Email: cfe@humber.ca
Phone: 416-675-6622 x3490
humber.ca/cfe/membership

Recent Humber graduate and entrepreneur gets a boost from BMO Financial Group

PIECES OF HOME

YVONNE DELA DOE-DEMOSSE SEES A BRIGHT FUTURE FOR HERSELF AND OTHER WOMEN ENTREPRENEURS as a first place winner in the Women Innovators category of the BMO Launch Me Competition at Humber's Longo Centre for Entrepreneurship (Longo CfE). As part of a new donation from BMO Financial Group, the competition provides students with the opportunity to develop and pitch business ideas and receive critical resources to support their start-up.

In addition to being a finalist in the competition, Doe-Demosse is a recent graduate from Humber's Research Analyst program. Her winning business idea, called Manye Afrique, is to create and sell jewellery that helps women feel confident and connected to their heritage. When she immigrated to Canada from Ghana, Doe-Demosse brought African fabrics with her to feel connected to her home country. During the pandemic, she learned to make jewellery by watching YouTube videos and used the fabric from home to make her pieces. She then modelled them and posted them on Facebook, receiving positive feedback from her family and friends. "Even though Canada is a multicultural country, one can still feel lost in it," she says. "By making the jewellery out of African fabrics, I felt like I had a piece of 'home' with me here, and I wanted to share that with others."

The BMO Launch Me Competition has multiple pitch categories, including the BMO Women Innovators Competition, BMO Groundbreaker Competition and BMO New Graduates Start-Up Competition. Anshika Na won first place in the Groundbreaker Competition and Anthony Rosenberg won first place in the New Graduates Start-Up Competition. First place winners earned a prize of $15,000 each to support their business ideas. The competition launched in October 2021, with participants engaging in a series of workshops focused on creating business plans and pitching their ideas..

This support is part of a $750,000 gift from the bank that is empowering the next generation of Canadian entrepreneurs. The gift also supports the BMO Entrepreneurial Scholarships for students who exemplify the entrepreneurial spirit. In recognition of the bank's extraordinary generosity, Humber unveiled the BMO Innovation Commons in the Longo CfE at Lakeshore campus in March 2022.

For Doe-Demosse, winning the Women Innovators category has given her the confidence she needed to pursue her dream. The award comes with a lot of perks, such as mentorship and a free website subscription, and she says it will also go towards increasing inventory and marketing to grow her brand. "The guidance and support I received has been amazing and I am very proud of this achievement," she shares. "It helped me realize my dream of bringing confidence to women through my unique products."

If you want to learn more about Doe-Demosse's business and see some unique creations, follow @manyelovve on Instagram. ●

Places to learn & grow

SUPPORT STUDENTS OF TODAY AND THE FUTURE

Over the summer, our Places to Learn and Grow initiative began to take shape at Humber's Lakeshore Campus. The program lets donors fund key priorities, including scholarships, support for students in need, equipment, and learning resources, while also creating opportunities to dedicate spaces on campus with personalized and meaningful messages. These tributes enable donors to honour someone living or in memory, commemorate a special occasion or milestone, or leave a message of encouragement to current and future students.

When Humber's Dean of Innovative Learning, Dawn Macaulay, learned about the program, she realized it was a wonderful opportunity to both commemorate her parents and help today's students. Now there is a bench bearing Dawn's parents' names along with words of reassurance that her parents had often spoken as she pursued her educational journey: "We are proud if you've done your best."

Dawn pictures the scene. "Maybe you're sitting there thinking, 'I don't know if I can do everything I'm supposed to be doing,' or 'I don't know if I'm in the right place.' It's very meaningful for me to share the message, "You've done your best. Be proud of yourself."

Among the spaces available for naming are study carrels, picnic tables, benches, study rooms, and student lounges. Some groups have also come together and fundraised to recognize a colleague or a special initiative.

Dawn also spearheaded such an effort to dedicate another campus space—a wooden bench—to pay tribute to the memory and legacy of Ken Enns, a former Liberal Studies program coordinator and mentor. "Our faculty group wanted to honour him, and I felt that this is something he would have loved."

Such opportunities speak to Humber's maturation as an institution, she says. "You start to recognize that it's not only the now, it's also where you've come from and who has helped you get there." They speak to the impact that places have on us, "whether they are larger installations like the markers of Indigenous experience at the Lakeshore or smaller, personal reflections." And they open the door to sharing messages reflecting the diversity of our college community and student experiences — all while we help today's students get the support they need. ●

To learn more about naming a learning space, please visit **humber.ca/advancementandalumni/giving/nameyourspace**.

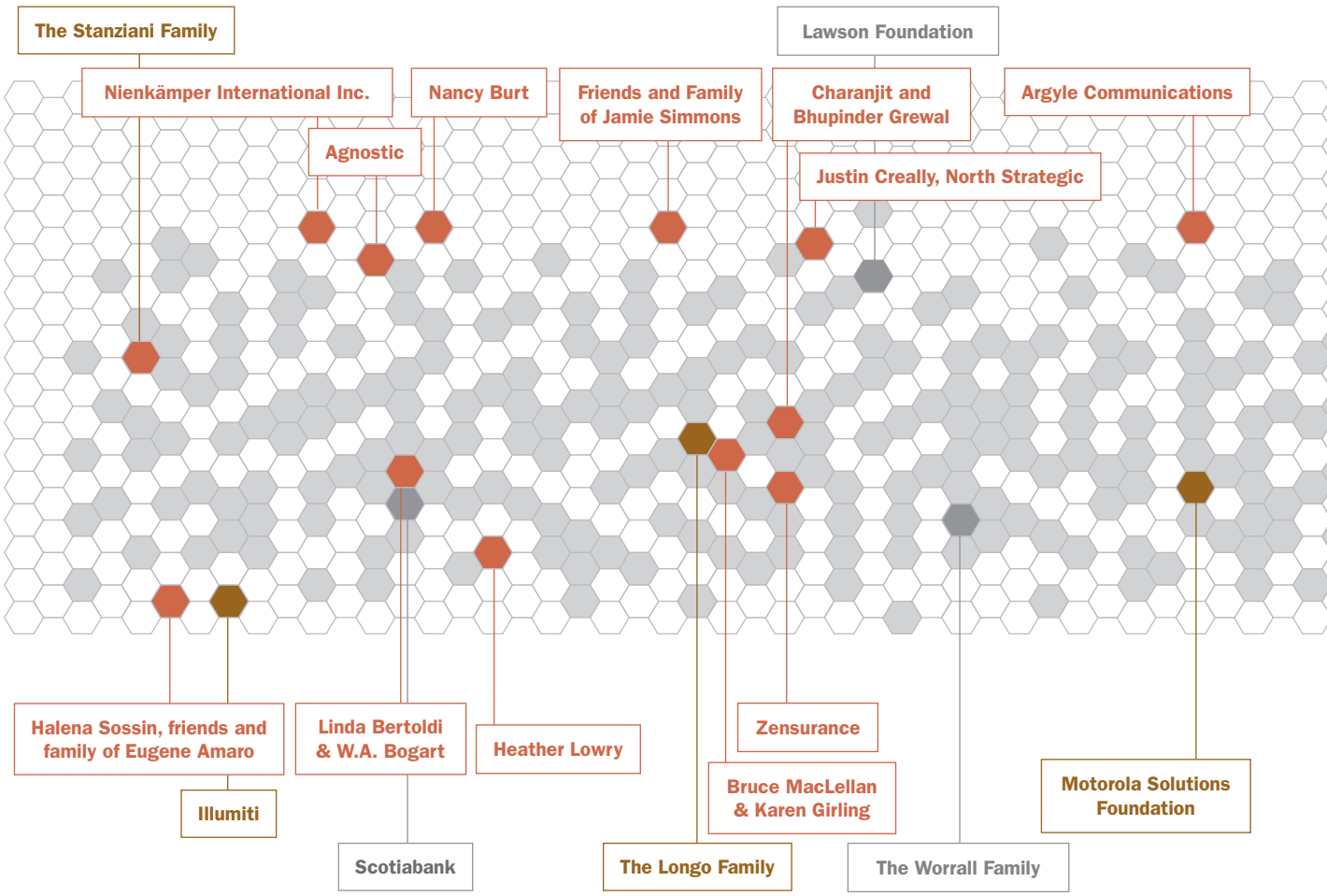
Supporting Ukrainian Students at Humber

The ongoing war in Ukraine impacts Ukrainian students throughout the world, including those studying at Humber College. Since the invasion by Russian forces, the college has worked diligently to understand the financial needs of the many international students from the Ukraine who are part of our community, and to respond with valuable and meaningful support.

A number of staff and departments across the college have collaborated in combined efforts to help affected students achieve their academic goals, and access internal and external resources related to wellness, crisis support, and immigration. Financial assistance has been and remains an essential component of the support provided to students..

A special fund, the Invasion of Ukraine Emergency Bursary, was created to assist with students' tuition and living expenses. Ukrainian students have received tuition relief through the bursary, along with other financial support from IGNITE—the official student union representing more than 30,000 full-time students of Humber College and the University of Guelph-Humber—and the college.

WELCOME TO GRATITUDE HALL



Olga Bondarenko, who is pursuing a Photography Diploma at Humber, is among the students who found themselves impacted significantly by the invasion. She shares that her hometown was one of the areas most affected, "so it is still a struggle to adjust your life to the new circumstances. In these extremely difficult times, I was very glad to receive some help from my college."

Early on, IGNITE granted her $2,000 for living expenses, "which helped tremendously while I was looking for an additional job," says Olga. "I also received a few grocery vouchers, which is a nice bonus." The college's new payment extension plan is another avenue of support she hopes to access.

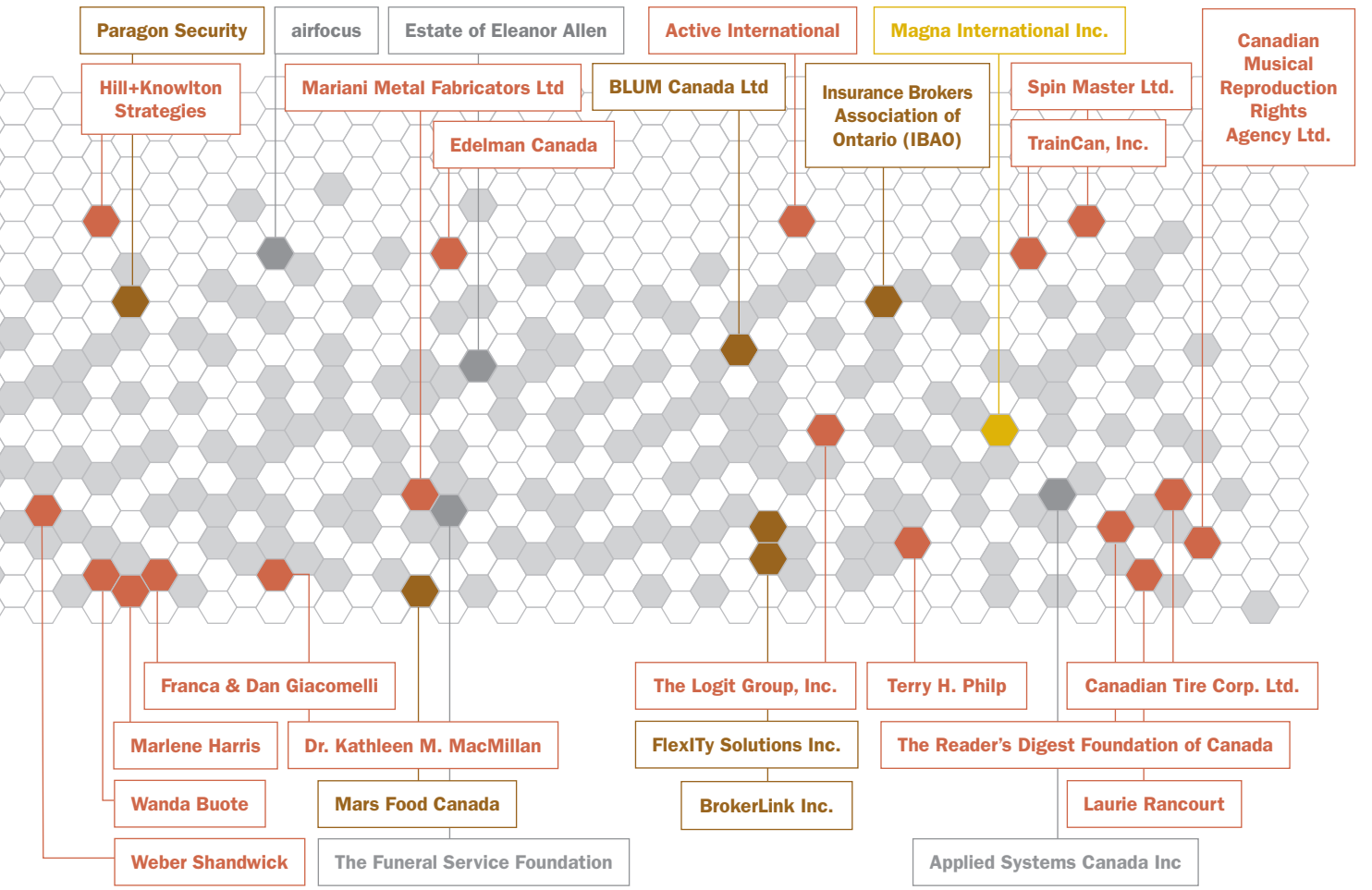
Humber also provides individualized support to Ukrainian students studying with the college from within their country. Those who have left Ukraine and arrived in Canada are immediately eligible for in-country services.

Our thoughts are with the people of Ukraine, and with Humber students and staff affected by the invasion. ●

To donate, visit: **humber.ca/advancementandalumni**

Gratitude Hall is an inviting place dedicated to celebrating the contributions of Humber's many donors and alumni community. Highlighted below are most recent donors from 2021.

Gold: $1,000,000+ Silver: $100,000 – $999,999
Bronze: $25,000 – $99,999 Copper: $10,000 – $24,999



MAGNA AND HUMBER TACKLE MANUFACTURING AND TRADES SKILLS GAP

Magna International has been involved with Humber for more than 20 years. Most recently, they invested in helping to narrow the skills gap by supporting students so that they get the training they need to be successful in their careers. Magna's gift of $3 million in support of mechatronics, digital skilled trades and workforce skills development is a game-changer for the college. They are tackling the need for a workforce that has the education and hands-on learning needed for the trades, technology and advanced manufacturing fields by providing scholarships for students and supporting equipment needs and special initiatives in the Barrett Centre for Technology Innovation (Barrett CTI).

Magna's support has already provided scholarships for more than 40 students, helped students train and place at the top of the 2021 and 2022 Skills Ontario competitions, and supported student capstone and research projects. Their support also provides opportunities for Humber students to work at Magna. The new Magna Mechatronics Training Room in the Barrett CTI also provides leading edge equipment such as the specialized modular production system to train students in mechatronics and prepare them for skills competitions.

"The way we can stay ahead in a competitive and constantly changing world is to plan and invest in the future," says Aaron McCarthy, chief human resources officer at Magna. "At Magna, we're committed to providing students and working people with opportunities to further their education, gain new skills and bring out the best in themselves. This is a core part of the Magna culture and we're grateful for the opportunity to continue our partnership with Humber College."

Humber is proud to work with Magna to provide students with

unique learning experiences and train them to move into thriving careers. Their commitment to Humber students is fostering the workforce of the future in Canada's skilled trades and technology industries. ●

To see how Magna is impacting the learning outcomes of Humber students, visit **humber.ca/partnershipsinaction**.

CELEBRATING NATIONAL PHILANTHROPY DAY

National Philanthropy Day or NPD is recognized worldwide as a celebration of philanthropy and those who give. It's a special day that pays tribute to those who volunteer or give financially, and the positive impact philanthropy has on society.

At Humber, NPD is a day of inspiration where we extend our "Unlimited Humber Gratitude" to our donors and volunteers who have come together to help the college transform the lives of students. They are creating access and opportunities to education, fostering a change-maker mindset, and enhancing the learning experience so that Humber students gain valuable, practical skills and can be successful in the workplace and in their lives.

"NPD is an important day of significance, and it is wonderful to have a dedicated day to thank our supporters for everything they do to help Humber students reach their unlimited potential," said Krista O'Donnell, Humber's Chief Advancement Officer. She added, "We are grateful every day for the generosity provided by our supporters, but it is particularly gratifying to have this moment to acknowledge their philanthropy and share how they have helped transform the lives of students."

Humber is proud to join hundreds of organizations in Canada and around the world who come together to mark the spirit of giving by celebrating the power of philanthropy. ●

Your support matters. Especially today.

When students apply to Humber College, they're looking beyond assignments and practical experience.

They see themselves becoming a nurse to help save lives, a social worker to help youth at risk, an early childhood educator to nurture our children, or a business owner to help keep the economy going.

They see a future of remarkable possibilities.

Please, consider donating today through emergency bursaries and scholarships.

A gift to a student is a gift to their future.

humber.ca/donate

HUMBER

Unlimited

The Premier's Awards honour the important social and economic contributions that college graduates make to Ontario and throughout the world. Here are Humber's outstanding 2021 nominees.

By Aaron Mark

BALDEV MUTTA

Social Service Worker, 1990; Advanced Crisis Intervention and Counselling, 2002

Winner of the 2021 Premier's Awards in the Community Services Category

As CEO of Punjabi Community Health Services (PCHS), Baldev Mutta's success stems from identifying needs, addressing gaps and converting challenges into opportunities. With a team of 80 staff members and a $5-million operating budget, his accredited charitable not-for-profit organization serves and empowers families and individuals who are often marginalized and oppressed. PCHS is the only organization in Canada that delivers addiction and mental health programs for the Punjabi community. With local offices in Brampton, Mississauga and Scarborough, the influence of Mutta's work expands to his affiliates across the country.

Mutta has devoted decades to understanding people and their struggles, meeting adversities with innovative and culturally relevant solutions. He worked with the Region of Peel for 18 years while simultaneously building his agency, until a four-year grant from the Ontario Trillium Foundation allowed him to set up the infrastructure for PCHS. On his path to becoming a credible leader in his field, Mutta confronted topics such as seniors abuse, HIV/AIDS and homosexuality, and developed resources that would address pertinent issues in South Asian languages.

The son of a diplomat for the Indian Civil Service, Mutta was born in Nairobi, Kenya before moving to India and travelling extensively throughout his childhood. He was living in Germany and studying for a career in the manufacturing sector when he immigrated to Canada at age 18. He worked in factories, restaurants, security and labour-intensive jobs before following his passion to assist visible minorities. Mutta built PCHS on the core values of inclusion, accountability, excellence and innovation, and its reputation, research and practice are now recognized extensively within the social service sector.

As communities were overwhelmed by the effects of COVID-19 during the heart of the pandemic, PCHS was contacted by the Regional Municipality of Peel to set up an isolation and recovery centre in Brampton. PCHS extended its efforts to educate on the importance of COVID-19 testing, acknowledging vaccine hesitancy and needle phobia, and organizing a vaccination site that serviced over 1,000 South Asian individuals.

Through mentorship, collaboration and joint enterprises, Mutta remains dedicated to building the local capacity to support as many at-risk community members as possible. He developed an integrated holistic service delivery model on social and health interventions and through knowledge-sharing, he brings awareness to subjects in which he is revered for his expertise — such as domestic and gang violence, suicide and food insecurity.

With approximately 4,500 clients annually, PCHS offerings include settlement services, geriatrics, addictions and mental health. Mutta's work and devotion have garnered several activist, community and excellence awards including the Queen Elizabeth II Diamond Jubilee Medal in 2012.

RUMEET BILLAN

Human Resources Management, 2006

Nominee – Business

As President and CEO of Viewpoint Leadership, Dr. Rumeet Billan is a learning architect focusing on what she describes as social capital – the idea of becoming our best selves. Billan is an award-winning entrepreneur, author, speaker and humanitarian twice receiving the honour of Canada's Most Powerful Women: Top 100 Award by Women's Executive Network, one of the youngest to achieve this notoriety.

Billan encourages people to explore their potential for impact and change, and she consistently seeks to educate and elevate. She's been instrumental in building schools in Sierra Leone and Ecuador, and a teachers college in Kenya while driving educational initiatives globally reaching youth, women and underserved communities.

Renowned for her motivating and informative speaking engagements, Billan helps businesses and organizations draw upon the potential of their teams. She is often a guest on Canadian news programs providing her expertise and knowledge on topics such as mental health and was a welcomed resource on broadcasts discussing implications associated with the COVID-19 pandemic.

Billan has built her career around giving people tools, insights and confidence, whether with a hands-on approach, in collaboration with partner agencies, or in an advisory capacity. Featured on Forbes.com, she's been touted as a 'Generation Entrepreneur,' and her ambition is to help improve human welfare. She has designed and facilitated courses and training sessions for over 10,000 people and her research study "The Tallest Poppy" focused on women in the workplace.

Billan is the author of the best-selling book, "Who Do I Want to Become?" which offers a refreshing take on the age-old question. In 2020, she was named one of Canada's Top 10 Power Women, and in 2021, one of Canada's Top 100 Power Leaders.

DIONE TAYLOR

Music (Voice), 2003

Nominee – Creative Arts and Design

Dione Taylor is an award-winning singer-songwriter from Saskatchewan whose 'Prairie Blues' sound combines Roots, Blues, Gospel and Americana. She has opened for soul legends Al Green, Patti Labelle and The Neville Brothers and released four successful albums, including the JUNO-nominated "Open Your Eyes."

In her latest project, "Spirits in the Water," Taylor conveys music with a purpose. It's expressive of lived experiences and history, offering perspectives on racial inequality, women's rights, freedom and injustice. The project was a testament to Taylor's craft, earning recognition at the Independent Blues Awards and Maple Blues Awards and was up for Blues Album of the Year at the 50th Anniversary of the JUNO Awards.

Music has always been an integral part of Taylor's life. The foundation of her talent is immersed in gospel and her classical training in voice and piano. Taylor first learned to play the organ at age four, and by age 10, she was the music director of her family's church. She maintains a commitment to spreading diversity through music and mentorship, aiding others to tell their cultural stories and develop the courage to 'speak your truth.'

Taylor's list of accolades speaks to her excellence as a musician. She is a three-time National Jazz Awards Female Vocalist of the Year nominee and a sought-after artist performing twice for Queen Elizabeth II and at the White House for U.S. President George W. Bush.

JO-ANN ELIZABETH LEAVEY

Registered Nurse, 1983

Nominee – Health Sciences

Dr. Jo-Ann Elizabeth Leavey is a registered psychologist, licensed Nurse Practitioner (NP) and educator with a cross-section of expertise in healthcare. As the principal of Leavey Consulting Inc., she is a clinician, advocator, researcher and virtual health expert providing local and global community development strategies for resource-challenged regions.

As a medical volunteer in Hurricane Katrina disaster relief with the American Red Cross, Leavey received the Governor General Caring Canadian Award recognizing Canadians making a significant, sustained contribution to their community in Canada or abroad. Additionally, her volunteer support warranted the Governor General Sovereign Medal, celebrating the efforts of contributors to the growth of society.

Leavey's book, *Living Recovery: Youth Speak Out on "Owning" Mental Illness*, was published in 2015. It has been an influential resource in helping to inform health care policies and guiding strategies to support youth struggling with mental health and psychosocial issues. Collaborating with a wide representation of health care professionals, Leavey also developed a virtual toolkit for educators supporting Doctorate of Nurse Practitioner programs to deliver preceptorship in the virtual space.

Leavey is the President and Founder of Hometeam Foundation, which funds initiatives serving at-risk youth aged 16-24. She is also a regular contributor to *Academy Forum*, a journal of The American Academy of Psychoanalysis and Dynamic Psychiatry.

Through her academics and career, Leavey acquired the skills to articulate and advocate for her profession, employing a respectful and inclusive voice, standing with people and problem-solving using an educative model. In 2018, she received an Honorary Doctorate of Laws from the University of Western Ontario.

DAVID MCPHAIL

Electromechanical Engineering Technology, 1988

Nominee – Technology

A respected and award-winning entrepreneur in the field of Smart Manufacturing, President and CEO of Memex Inc., David McPhail, is at the forefront of digital transformation. Since 2008, his team has distinguished itself in the North American market while helping over 160 advanced manufacturing companies increase operational efficiency.

The signature product of Memex is MERLIN Tempus, an IIoT technology platform with the capacity to analyze and assess data and deliver real-time tangible increases in manufacturing productivity. Through MERLIN, data is drawn from three key sources, the manufacturing equipment, the human capital that operates it and the product and scheduling data from management information systems.

McPhail believes that Smart Manufacturing doesn't happen without software. He compares the control element in equipment and related processes to a conductor leading a symphony. In an industry that has rapidly evolved during his career, McPhail has devoted considerable time to strengthening the sector's reputation, building awareness and seeing manufacturers of all sizes thrive.

As an instrumental figure, enhancing how software interacts with machinery today is only part of McPhail's legacy. A sought-after expert and business leader, McPhail has published over 100 thought leadership pieces on the digital transformation of manufacturing and contributed to establishing industry benchmarks. He's been named one of 30 Leaders Transforming Manufacturing and 30 Advanced Manufacturing Visionaries by the Society of Manufacturing Engineers and presented at numerous industry conferences while guiding the next generation of entrepreneurs and changemakers.

MANVIR GREWAL

Electrician – Construction and Maintenance Apprenticeship, 2010

Nominee – Apprenticeship

Manvir Grewal is the President of Buzzbolt Electric Limited, an electrical services firm that specializes in residential, commercial and design/build applications. Grewal received his Master Electrician license by the age of 25, one of the youngest electricians in Ontario to achieve this standard in the profession. He apprenticed at Springdale Electric and worked with large media companies such as Astral Media and Pattison to light up advertising billboards throughout the GTA. Grewal also apprenticed with Mayfair Electric, contributing to the development of numerous high-rise condo projects.

Grewal earned his Red Seal Electrician Apprenticeship in Construction and Maintenance in 2010. In 2014, he took the leap into entrepreneurship and founded Buzzbolt. Where many businesses tend to focus on either commercial or residential projects, he built his company around expertise in both areas. Grewal has steadily expanded his market into premium jobs, where he and his team are called upon with frequency to handle large-scale, custom builds with demanding standards.

On the commercial side, Grewal's experience and workmanship built a reputation leading to more sizable contracts. His portfolio encompasses a range of restaurants, parking lots, data centres and hotel projects for the Hyatt and Hilton. With the rapid growth of the electric vehicle (EV) sector, Grewal sees the opportunity to help install the charging stations that are going to help power tomorrow's infrastructure. It's not surprising given that Grewal is always looking ahead to what comes next.

Grewal remains committed to a practice of quality, productivity and efficiency while providing a training ground for up-and-coming electricians. As each job presents unique challenges, competence and responsiveness have allowed Buzzbolt to fulfill assignments across Ontario.

ELOISE AMBURSLEY

Graphic Design, 2017

Nominee – Recent Graduate

When Eloise Ambursley enrolled in Humber's Graphic Design program, her career path may have appeared predictable. She gained coveted technical skills to combine with her creativity, and discovered that outside of pixels on a screen, design is about solving problems.

For several years, Ambursley worked as a digital product designer, supporting over 40 entrepreneurial ventures by defining a vision and helping founders achieve their dreams. She became entrenched in bringing ideas to life and developed a start-up mindset that gave her the confidence to pursue something of her own.

Ambursley is the Co-Founder and CEO of Oat Canada, a sugar-free oat milk product that was created out of necessity. For her, it's a nut allergy, her partner is lactose intolerant, and their respective families have a history of diabetes.

Launching in 2020, Oat Canada reached close to 1,000 stores in its first year of business. Ambursley's first client was Costco, and two short years later, her product is at Loblaws, on Well.ca and in over 1,300 stores across the country. A *blogTO* feature proved to be good for business, and an impressive appearance on CBC's *Dragons' Den* that Ambursley refers to as "truly unbelievable" gave her the validation to drive the brand forward.

Ambursley continues to draw on her creative skills and an entrepreneurship course that was part of her studies as she tackles the everyday challenges of a business owner. Oat Canada is now the official plant protein partner of Canada Soccer and the Canadian Premier League, while the packaging Ambursley designed remains in demand on store shelves. ●

Learn more about Humber's accomplished alumni at **humber.ca/alumni** or view #MyHumberStory videos at **youtube.com/humbercollegealumni**.

ALUMNI WEEKEND 2022

Humber graduates and final-year students were welcomed back to Alumni Weekend for the first time since the pandemic this fall.

Friday night kicked off with a Toronto Blue Jays College and University Night at Rogers Centre, where the hometown Jays battled the rival Baltimore Orioles. With a playoff position at stake, over 125 alumni cheered on their Blue Jays proudly, sporting their Blue Jays and Humber College co-branded hats.

Saturday was a day full of activities at Humber's North campus. Alumni took a trip down memory lane while being introduced to the college's many labs, field experts, programs and building additions. Activities ranged from lessons in wine pairings, golf demos, virtual reality and a Qigong workshop.

Guests were greeted by the Humber Hawk and Humber's robot, Pepper. They received valuable information from Humber's alumni affinity partners and departments, received discounts on merchandise from the Humber Bookstore, and got to see archival material documenting 55 years of the college's history.

Kelly Jackson, Vice-President of External Affairs and Professional Learning, spoke to alumni. She thanked them for remaining connected as graduates and acknowledged their role as members of a talented and engaged community. "Our goal is to create lifelong relationships, to build a foundation of pride with the college and make Humber a place you can always call home," she said.

Sunday brought alumni to a special day at Canada's Wonderland that included a special park pass for graduates including a private lunch with family and peers and friends and was the perfect way to close an entertaining and informative weekend celebration.

A couple of weeks prior on the Labour Day long weekend, a group of 100 alumni and guests enjoyed a Toronto FC soccer game at BMO Field in Toronto against CF Montréal. Through the event facilitated by Humber and perk partner MLSE, partakers got access to the Canadian National Exhibition (CNE) on game day included with their ticket, also receiving a branded Humber Alumni scarf. ●

For a list of all current and future events, check the Events tab in the Humber Alumni Connect app or visit **humberalumniconnect.com**.

SPRING CONVOCATION

For the first time since 2019, graduating students and their guests gathered in person for a formal Humber convocation alongside classmates and peers. June 14-17, 2022 provided welcome sights for celebration at the familiar Toronto Congress Centre venue as over 8,000 new alumni crossed the ceremonial stage.

Humber's Spring 2022 Convocation would also be the last for recently retired President & CEO Chris Whitaker — who jokingly counted down the days to retirement in his ceremony remarks. He encouraged collaboration, inclusion and lifelong learning while inspiring young trailblazers to "lead the change you want to see."

Embracing the college's Indigenous population, graduates who self-identify as Indigenous were gifted medallions to celebrate their history, culture and pride during convocation. Moreover, the medallions emphasized the tradition of gift giving for Indigenous peoples while acknowledging their achievements.

Honorary Degree recipients included Christiane Germain, co-president and co-founder of the popular family-grown chain Germain Hôtels, and Creative Cinematography (now Film and Television Production) graduate Frank Siracusa, CEO of Whizbang Films. Siracusa is an Emmy Award-winning producer and director whose resume over an accomplished career includes hit shows like The Handmaid's Tale and Star Trek. ●

HUMBER HAWKS CHAMPIONS OF 2022

After a year that presented Humber Athletics with challenges never seen before, the Hawks returned to competition for the 2021-22 varsity season following an 18-month hiatus. Despite the significant break, the Hawks picked up exactly where they had left off. Since 2006, Humber has captured at least one Canadian Collegiate Athletic Association (CCAA) national title each season – a streak spanning 15 consecutive seasons with the Hawks continuing to lead the nation with the most overall championships.

The men's soccer program began the national run with a 1-0 victory over Douglas College in Alberta, securing the eighth title – sixth since 2012 – in program history. Humber's Badminton teams were once again national darlings, bringing home the gold in the women's and mixed doubles disciplines. Men's basketball capped off the season with its seventh national title, winning the gold medal on home court for the second time in program history.

Provincially, the Hawks won 11 Ontario Colleges Athletic Association (OCAA) championships, including four on a historical night in March. The condensed OCAA season saw all four of Humber's winter team sports competing for a provincial title on the same night. No program has ever captured a title in men's and women's basketball and men's and women's volleyball all in the same season, let alone the same night.

The athletic dominance by Humber student-athletes was once again no match for their academic success. For the second consecutive season, Humber led the nation with 15 CCAA Academic All-Canadian selections, while 95 Hawks earned OCAA All-Academic recognition.

Humber's unparalleled athletic and academic success saw Humber's athletic director Ray Chateau recognized as the CCAA Athletic Director of the Year. Chateau became Humber's second-ever honoree, joining Doug Fox, who won the award in 2002. ●

LIFELONG LEARNING

Critical for Today's Skill-based Economy

LIFELONG LEARNING can mean different things to different people but, for everyone, it is the act of participating in a workshop, course, and/or program to enhance knowledge or introduce new concepts and skills.

Frank Cappadocia, Dean of Humber College's Continuous Professional Learning (CPL), believes if you want to stay innovative, seek career advancement and/or reap social benefits, regular participation in continuing education is critical.

Cappadocia notes that competency-based continuing education plays a key role in today's increasingly skill-based economy. Whether the skills are technical or soft, employees need formalized training to stay current and engaged.

Cappadocia says that it has been personally fulfilling to watch employees move up the ladder not only from years of service, but when they have learned new skills. "The difference is you see how much more confident they are with this newly acquired knowledge and how that positively impacts the entire team or organization."

Rapinder Kaur, a graduate of Humber CPL's Pension Plan Administration Certificate (PPAC) program, is a great example of how continuous professional learning supports career advancement. At her manager's suggestion, Kaur enrolled in the PPAC program to acquire new skills, including how to review evaluation reports in detail. Yet the program offered more than skill-building as Kaur found that the courses also provided a positive networking experience with adult learners from across Canada. Kaur now holds a senior pension analyst role with the Financial and Consumer Affairs Authority of Saskatchewan and is very open to taking more professional courses in the future.

Humber CPL currently offers more than 500 courses and 120 certificate programs that are taught by Subject Matter Experts (SMEs) hired through Humber's Faculties and specialized business units.

Programs are competency-based and designed to be industry responsive. Flexible delivery options, including hundreds of online courses and workshops, ensure that programs meet the needs of working professionals and their busy schedules.

They include accredited professional programs and certificates of completion, accomplishment, and participation. Also, offered are courses for hobbyists, those of general interest, and children's programs. ●

To learn more, visit Humber's Continuous Professional Learning website at **humber.ca/continuous-professional-learning**.

And as a Humber Alum, be sure to follow us at:

twitter.com/HumberCPL

facebook.com/HumberCollegeCPL

linkedin.com/showcase/humber-cpl

Jaime Vieira

2022

Jaime Vieira

Kinesiology, 2016 (University of Guelph-Humber), was hired as a minor-league hitting coach with the **Toronto Blue Jays** making her the first female coach in the organization's history. Based primarily in Dunedin, Florida, the former Humber Hawks coach and softball player holds a Humber Fitness and Health Promotion diploma and a Master of Science from York University with a specialization in Biomechanics and will be working with the next generation of big-league players.

Erika Casupanan

Public Relations, 2012, became the first Canadian and one of only 15 female competitors to win the popular reality series *Survivor*. From Niagara Falls, Ontario, Erika was working in communications prior to competing on the 41st season of the CBS show and taking home the $1-million prize. Erika is now a media personality and speaker, and has worked as a special correspondent on *ET Canada*.

Ryan Lamb

Business Administration – Professional Golf Management, 2013, was named Director of Golf at Silver Lakes Golf & Country Club in East Gwillimbury after a lengthy tenure at Bradford Highlands Golf Course where he served as Head Golf Professional. Ryan paid his dues, advancing from back of shop to management, overseeing facility and course operations and all aspects of the business, including food and beverage.

Jeffrey Haskins

Police Foundations, 2009, was named deputy chief of the Cobourg Police Service after serving as an inspector with Durham Regional Police Service, where he began his career as a cadet in 1991. With over 30 years of experience, Jeff brings a diverse background to his new role with an eye on delivering innovation in policing.

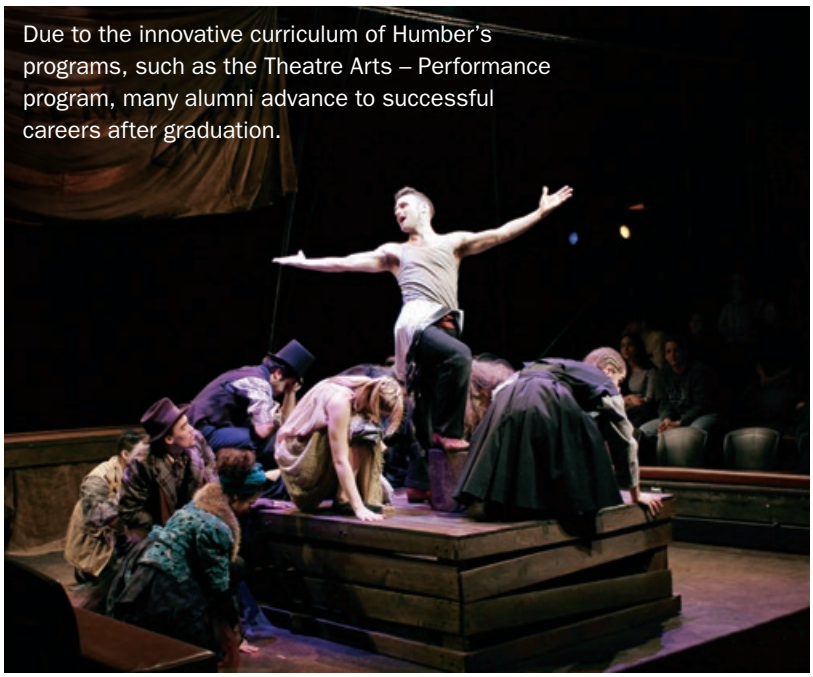
Keesha Chung

Film & Multiplatform Storytelling, 2020, is a filmmaker, writer, director and producer. Her directorial debut film titled "grey area" was featured at the Montreal International Black Film Festival and the Reelworld Film Festival, which highlights works that create positive social change. This storyteller focuses on featuring Black creators and using talent from diverse backgrounds in her works so that people of colour see representation both behind the camera and on the screen.

Bilal Baig

Theatre Arts – Performance, 2016, is the co-creator and star of the CBC and HBO comedy *Sort Of* about a gender-fluid, 20-something Pakistani-Canadian. Bilal received numerous awards for their work in 2022, including a Canadian Screen Award (CSA) for Best Writing, Comedy, and CSA and Writers Guild of Canada Screenwriting Award wins for Best Comedy Series. ●

To update your info or share your news with us, email **alumni@humber.ca**.


Due to the innovative curriculum of Humber's programs, such as the Theatre Arts – Performance program, many alumni advance to successful careers after graduation.

A LIFE OF PURPOSE

How Humber changed the outlook of a young man's future

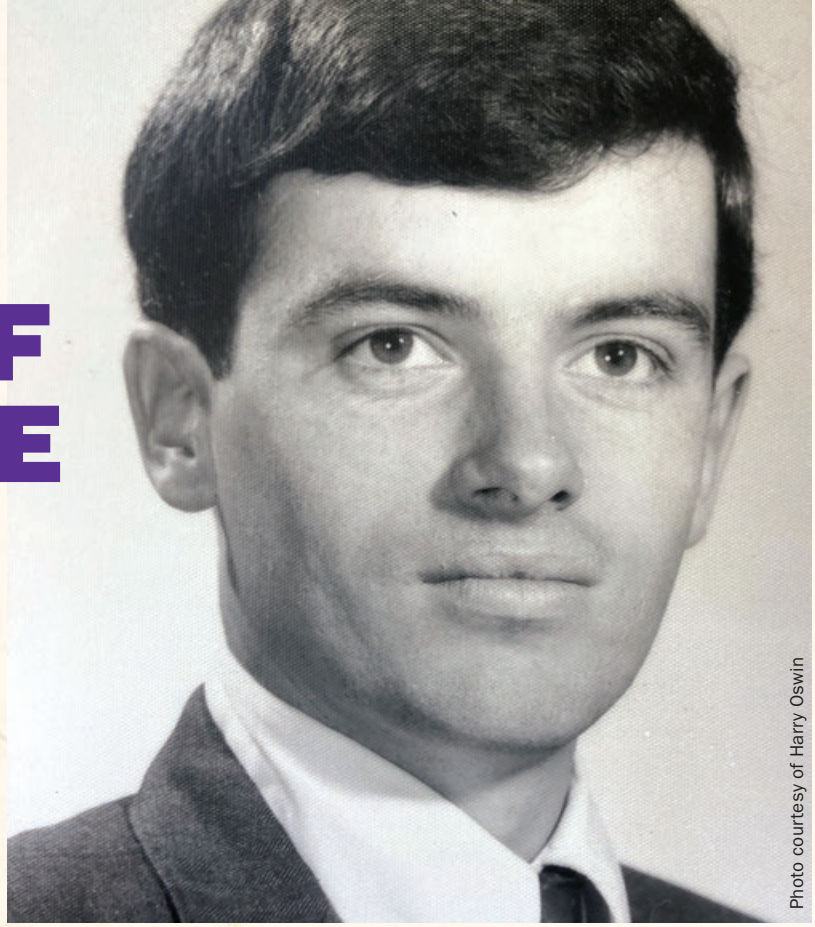


Photo courtesy of Harry Oswin

Photos from the Humber archives

Between 1969 and 1970 in Rexdale, Harry Oswin struggled to finish high school at Thistletown Collegiate Institute. He and his friends were too busy pulling pranks and having fun.

This led to Oswin getting a food delivery job and spending his days sleeping in after finishing high school.

Not too long after, he landed a position with Royal Insurance Company (now Royal & Sun Alliance Insurance Company of Canada) in downtown Toronto with a salary of $78 per week, but something didn't feel right and he wondered what his future held.

On his way to his first day of work, Oswin stopped along the way and changed his mind about the position. He made a quick call from a phone booth and let his new employer know he would not be taking the job after all.

Oswin had read *Robert Kennedy: A Memoir* by Jack Newfield that encouraged people to make a difference, which he wanted to do, but didn't know how or what to do.

That was when Oswin discovered Humber College and met with a supportive and encouraging counsellor about a career in Social Services. They spoke about volunteer work and Robert Kennedy and after preparing a two-page paper on why he wanted to attend Humber and its Social Services program, he got accepted. The program consisted of courses ranging from Human Growth and Behaviour to Community Development, Family Life and Abnormal Psychology.

Oswin's first field placement was at St. Paul's-Avenue Road United Church in Yorkville (now Trinity-St. Paul's United Church) helping youth find housing, food and drug counselling. The kids he supported had been neglected, abused and unable to cope with the foster care system.

Oswin's next placement was with an agency offering various services and treatments, and for him, working 16-hour days didn't bother him in the least as he knew he was helping someone in need.

Oswin was soon recommended for a job with the Children's Aid Society of Toronto, and suddenly, the future appeared brighter. He received an academic award as a top student in his class and later earned his master's degree.

"I threw myself into this work because I could see I was making a difference and it showed," said Oswin.

It was 50 years ago that Oswin graduated from Humber, resulting in 43 years in social, community and municipal services. He had a challenging but tremendously fulfilling career — one that he reflects on with pride and appreciation to Humber for taking a chance on an aimless kid from Rexdale searching for answers. ●

Do you have a great memory and an old photo of your time at Humber? You could be featured in a future Flashback. Send your story and picture to **alumni@humber.ca**.

TD Insurance
Meloche Monnex | Ready for you

Feel confident with preferred rates from TD Insurance.

Humber College graduates could save on car, home, condo and tenant's insurance.

Get a quote and see how much you could save!

Go to tdinsurance.com/humber

The TD Insurance Meloche Monnex home and auto insurance program is underwritten by Security National Insurance Company and distributed in Quebec by Meloche Monnex Insurance and Financial Services Inc., Damage Insurance Agency, and in the rest of Canada by TD Insurance Direct Agency Inc. Our address: 50 Place Crémazie, 12th Floor, Montréal, Québec H2P 1B6.

Due to provincial legislation, this car and recreational insurance program is not offered in British Columbia, Manitoba or Saskatchewan.

® The TD logo and other trademarks are the property of The Toronto-Dominion Bank or its subsidiaries.

Thank you to the supporters of the 2022 Humber Golf Classic

Together, we raised over $180,000 for student scholarships and bursaries.

HUMBER GOLF CLASSIC

To learn more, visit **humber.ca/golfclassic**.

Presenting Sponsor

TD Insurance

Masters Sponsors

BlackCatAdvertising.com

chartwells
thinking ahead giving back

Green Jacket Sponsors

AREA

BOREALIS
CREATIVE AGENCY

BUCHANAN
TECHNOLOGIES

PARAGON
SECURITY

TD Insurance

Eagle Sponsors

angle
MEDIA GROUP

ATA
ARCHITECTS INC.

DA
Celebrating 25 Years

BEST
For a cleaner world!

bird

Colliers Project Leaders

diamond schmitt

EllisDon

global

HARKELOFFICE

Manulife

MG THE MECHANICAL GROUP
HVAC | PLUMBING | MAINTENANCE SERVICES

NELMAR
DRYWALL COMPANY LTD

ONICA
by rackspace technology

Plan Group

SALSON
ELECTRIC LTD.

HUMBER

YOU'RE INVITED TO THE HUMBER CAFÉ!

Join today to take your education to the next level and open new doors.

Through the power of the Humber Alumni Network, build connections, mentor a student, participate in meet-ups and special talks and help students follow in your footsteps.

- Membership is free. Register at **humber.tenthousandcoffees.com**.