

Summary of Programs and Services Review

THEMES & RECOMMENDATIONS

Thank you for Your Commitment to
Advancing Inclusion at Humber



THE CENTRE FOR
HUMAN RIGHTS
EQUITY & DIVERSITY
HR SERVICES



Building an equitable human rights literate and psychologically safe environment

Recommendations for Centre

- Provide EDI training to hiring committees
- Collect data to measure impact of EDI training
- Increase targeted outreach to support staff and non-full-time employees

“ Why not have a representative from the Centre sit on interview panels? Why not have an **IGNITE** student sit on interview panels?”

“ One of the things I have seen is that people like to hire people who look like and have the same values as themselves. There was a list of questions that had nothing to do with the job posting.”

“ How will Humber enable increased visibility and leadership accountability to EDI?”

Recommendations for Humber

- Set specific full-time & non-full-time diverse hiring targets; include Centre & IGNITE on interview panels
- Mandate EDI training for hiring committees/managers
- Upgrade Centre website

Reducing liability and risk

Recommendations for Centre

- Clarify human rights processes for support staff
- Increase marketing of early intervention and complaint processes

“ When I sit back and look at the Centre, what it needs is more resources and opportunities to do all of these things, such as complaint investigation, early intervention and education.”

Recommendations for Humber

- Allocate appropriate space for Centre staff

Promoting the importance of equity

Recommendation for Centre

- Increase presence at Lakeshore and Orangeville campuses

“ Through the Director, the Centre has become a national resource and role model for other human rights and equity offices at Canadian colleges and universities. Our member offices at other institutions look to the Centre as a leading proponent of wise practices and leadership in the academic sector.”

Accessibility for Ontarians with Disabilities Act (AODA) Committee Members

Sacha Ally	Zahra Brown	Ernie Colosimo	Karen Hortopan
Jessica Pilfold	John Schroder	Michael Thompson	Kimberly Zammit
Natalie Bergstorm	Philip Burge	Carina Cunanan	Monica Khosla
Brenda Ridley	Nancy Simms	Lynn Vanlieshout	Anne Zbitnew
Aaron Brown	Andrea Campea	Jennie Grimard	
Alexandra Ross	Amanda Soriano	David Yen	

EDI Committee Members

Sacha Ally	Jessica Pilfold	Regina Hartwick	Lindsay Zaferis
Maheen Nazim	Sanjukta Das	Amir Tavangar	Najamuddin Mohammed
Adam Benn	Bharat Saini	Zareena Khan	
Tola Olupona	Noreen Foster	Sonia Thakur	
James Cullin	Nancy Simms	Jennifer Marotta	

EDI Taskforce Members

Fasil Abera	Sarah Nieman	Ursula Kosecka	Jennifer de Four
Alain Fadel	Oneal Barkho	Bharat Saini	Jennifer Marotta
Yamikani Msosa	Melinda Kao	Ian Crookshank	Sharonne Stone
Najeeb Ahmed	Tola Olupona	Nivedita Lane	Mary DiVito
Devon Fernandes	Adam Benn	Adnan Salam	Lara McInnis
Delores Mullings	Mathura Karunanithy	Errol Cyrus	Sonia Thakur
Sacha Ally	Kim Pavan	Staci Lindsay	Loreta Doga
Regina Hartwick	Mike Berg	Genevieve Samlal	Fredy Mejia
Leah Murdock	Ranya Khan	Kimberly Daniels	Matthew Travill
Sophia Arjune	Jessica Pilfold	Khaqan Majoka	Shaina Ellis
Erika Heitler	Ariel Berkeley	Nancy Simms	Stacey Merritt
Lola Nelson	Zareena Khan	Jonathan Das	Audrey Wubbenhorst
Gopal Bansal	Maria Racanelli	Regan Mancini	
Devon Hunter	Kathy Branton	Jennifer Smith	

ANNUAL REPORT

2018 | 2019

COURAGE
INNOVATION
EQUITY
HEALTH & WELL-BEING
SUSTAINABILITY

WRITTEN BY

Nancy Simms

INSIDE

Message from President Chris Whitaker
Message from Vice-President Lori Diduch
Overview 2018 | 2019



Chris Whitaker
President & CEO

Human rights, equity, diversity and inclusion are at the core of what we do every day at Humber. The College is committed to advancing a culture where our students and employees feel like they belong, are respected and valued. Pillar three of Humber's 2018-2023 Strategic Plan, "Healthy and Inclusive Community", confirms our responsibility to "continue to build a diverse and inclusive community of exceptional students, faculty and staff." One way we are ensuring our ongoing work in this area is the establishment of a college-wide Equity, Diversity and Inclusion (EDI) Taskforce that will develop an institutional framework and strategy for EDI that addresses the needs of the Humber community.

In June 2019, at the invitation of the Natural Sciences and Engineering Research Council of Canada (NSERC), Humber endorsed the organization's eight EDI Charter Principles. In doing so, we are making an open and visible

commitment to equity for all individuals.

Committing to the NSERC Charter means that we are advancing human rights, equity, diversity and inclusion as a shared responsibility, that requires dedicated resources and strong leadership at all levels. Further, the EDI Taskforce will help the College to address obstacles faced by racialized and marginalized groups and communities, as well as issues such as safety, trust and power differentials by engaging individuals and groups most impacted.

I thank our Centre for Human Rights, Equity and Diversity team for their ongoing work, alongside the College, to advance equity, diversity and inclusion in all areas of the Humber community.

Sincerely,

Chris Whitaker
President and CEO



Lori Diduch
Vice-President, Human Resources & Organizational Effectiveness

It's an exciting time! Equity, Diversity and Inclusion (EDI) is about all of us. Humber's 2018-2023 Strategic Plan calls each of us to "continue to build a diverse and inclusive community of exceptional students, faculty and staff." We are fortunate to have the Centre for Human Rights, Equity and Diversity (the Centre) to support us in "establishing and implementing an institutional framework and strategy for EDI that addresses the needs of both students and employees," in partnership with Student Success and Engagement.

In Human Resources, our primary goal is to support and enable Humber to accomplish its mission to develop global citizens with the knowledge and skills to lead and innovate. To successfully accomplish this goal, we need a talent pool that reflects the diversity of the students we serve.

The Centre is mandated to embed EDI throughout all levels of Humber. To this end, the Centre leads a dynamic

Taskforce, that is reflective of the College community and external partners, to strategically think together and plan to foster greater equity, diversity and inclusion across our institution. This EDI institutional framework and strategy being developed by "you" will address four key areas: Access & Equity (students and employees); Curriculum; Campus Culture; and Communication & Engagement.

As executive co-sponsors, Jason Hunter, VP of Students & Institutional Planning, and I stand firmly in our commitment and support for the College as we continue our journey forward. We invite you to join us, lend your voice, and take up the torch, as we build a more inclusive Humber.

Kind regards,

Lori Diduch
Vice-President, Human Resources & Organizational Effectiveness



Nancy Simms
M.A., ADR

Director, Human Rights, Equity & Diversity

2018 | 2019
CAPACITY BUILDING SNAPSHOT

This report highlights the Centre's efforts in deepening equity, diversity and inclusion throughout Humber during the 2018-2019 academic year. We send a resounding thank you to the Humber community for supporting each event. The impact of these initiatives depends on employees and students understanding and committing to life-long learning, practicing mindfulness and taking responsibility for building an inclusive Humber.

Knowledge Mobilization Education & Training:

Key mechanism used to ignite change and foster inclusion.

Total number of website visits
18,886
From Countries: Canada, Sri Lanka, US, India, United Kingdom, Denmark, Pakistan, Ghana, South Africa, Australia, China

Overall Centre contacts
53,555
By Telephone, Emails, Walk-ins, Facebook, Twitter

Pathways to Human Rights Education & Action

25 Sessions	37 Sessions	Online Training	Total Participants
846 Participants (Employees)	1,045 Participants (Students)	1,002 Participants	2,893

SAMPLE FEEDBACK:
A great session. I learned a lot. Well organized and informative.

Accessibility for Ontarians with Disability Act

Accessibility Awareness Training for Educators	Accessible Customer Service Standards Training	Integrated Accessibility Standards Regulation Training	Face-to-Face Trainings	Total Participants
1,184 Participants	1,561 Participants	1,376 Participants	67 Participants	4,188

Diversity & Inclusion Dialogues
14 Sessions
Total Participants: 3,722

Sexual Assault / Sexual Violence Prevention Training
Total Participants: 1,719

Educational Resource Booths
25 Booths
Total Participants: 3,190

Human Rights Investigation

Between April 1, 2018 and March 31, 2019, Centre staff conducted 72 formal investigations and 32 early interventions. Each investigation required investigators to interview on average six (6) people.

Human Rights Complaints at the Ontario Human Rights Tribunal (Tribunal)

Between 2017 and March 2019, there were four (4) complaints at the Tribunal. The key prohibited ground identified was failure to accommodate based on disability.

Reminder

Humber's Human Rights Policy & Complaint Resolution Procedures were revised using a social justice participatory policy-making model. The Policy and its Procedures, relaunched in December 2018, requires all employees to refresh their knowledge of Humber's Human Rights Policy and Procedures.

2018 | REVIEW HIGHLIGHTS
PROGRAMS & SERVICES

Commissioned by the Centre, the Social Planning Council of Peel conducted a program and service review. The report summarizes 18 in-person interviews with key stakeholders and 1,452 survey responses from Humber students, support staff, faculty, administrative staff and community partners.



"The Centre's policy development & legislative compliance is excellent, a 4 out of 4. Because they are always current and top of the line. There is nothing really lacking. Our policy and compliance are great."

"The Centre's education & training program is excellent. I would choose excellent because I am comparing it to a previous institution I worked at. The availability, the amount of training available, ease of registering, and the training content is applicable and great."

Actions Taken to Address Recommendations

- ✓ Humber identified EDI as strategic priority multi-disciplinary EDI Taskforce inaugurated
- ✓ Centre increased targeted training for non-full-time employees and support staff
- ✓ Centre launched workshop series focusing on developing equity lens throughout Humber
- ✓ Centre acquired additional meeting room space at North campus
- ✓ Centre increased training opportunities at Lakeshore and Orangeville campuses
- ✓ Centre hosted culturally inclusive and engaging events for students