



HUMBER

# Equity, Diversity & Inclusion (EDI) Framework & Strategy Key Accomplishments

2020 - 2021 Year in Review

## **EDI Taskforce Leads:**

Nancy Simms, EDI Taskforce Lead  
Director, Centre for Human Rights, Equity & Inclusion

Ian Crookshank, EDI Taskforce Supporting Lead  
Dean of Students

## **EDI Taskforce Executive Sponsors:**

Lori Diduch, Vice-President  
Human Resources & Organizational Effectiveness

Jason Hunter, Vice-President  
Students and Institutional Planning





The Humber College Institute of Technology & Advanced Learning (Humber College) has identified as its Strategic Priority #7 under Pillar #3, Healthy and Inclusive Community, to continue to build a diverse and inclusive community of exceptional students, faculty and staff. The specific supporting action is to establish and implement an institutional framework and strategy for equity, diversity and inclusion that addresses the needs of both students and employees.

An [EDI Taskforce](#) comprising of students, faculty, support and administration staff, alumni, community and industry partners was created to lead this initiative. The EDI Framework will address the following four (4) program areas and five (5) program streams:

1. Access & Equity: Students and Employees
2. Curriculum and Programs
3. Campus Culture
4. College-wide Communication and Engagement Strategy

This report summarizes the key 2020/2021 accomplishments related to the five streams of the EDI Framework and Strategy.





## Access and Equity: Employees

**Co-Chairs:** Bharat Saini & Derek Stockley

**Members:** Errol Cyrus, Fredy Mejia, Jennifer Marotta, Lisa Salem-Wiseman, Pearline Lung, Shaina Ellis, Sonia Thakur and Staci Lindsay

**Employment Equity Data Collection & Analysis:** The College continues to encourage all employees to voluntarily complete the [Employment Equity Questionnaire](#) and the Centre for Human Rights, Equity & Inclusion (Centre) produces an annual Employment Equity Report.

**Expansive Training Program for Human Resources and Organizational Effectiveness (HROE):** HROE staff have undergone and are currently undergoing comprehensive EDI and Indigenous Ways of Being, Knowing and Doing (IWBKD) training in a variety of subject areas as well as HROE department-customized training, including:

- Employment Equity and its Implications for HR Practitioners
- Implicit Bias in the Workplace
- Pathways to Human Rights, Equity, Diversity & Inclusion Education & Action

**EDI and IWBKD Related Education and Training for Managers and Hiring Committees:** Human Resources Business Partner Services with support from the Centre commenced the development of an EDI and IWBKD toolkit

for hiring committees as well as administrative and academic recruitment training workshops incorporating leading equity and inclusion practices.

**Employment Systems Review (ESR):** The Centre in collaboration with HROE, have commenced an ESR. This project is directly connected to the Working Group's deliverable - enhance the recruitment, retention and advancement of Indigenous Peoples and individuals from equity-deserving groups.







## Access and Equity: Students

**Co-Chairs:** Ian Crookshank & Nivedita Lane

**Members:** Fowzia Mahamed, Jennifer Smith, Jessica Pilfold, Leah Murdock, Lola Nelson, Mary DiVito, Monique Chambers, Nadia Aftab, Nickesha Clarke and Susan Thomas

**EDI Program Review Tool:** The Access & Equity: Students Working Group created an EDI self-assessment tool for Humber's student-facing programs and services to effectively assess current and new programming.

**Assessing Existing Outreach Programs and Services:** A survey was disseminated to collect data from Humber faculty and staff to understand the existing EDI outreach programs, services and practices implemented throughout Humber for Indigenous Peoples and students from equity-deserving groups.

### Connection and Feedback with the Student Community:

Humber hosted several sessions with Black and 2SLGBTQ+ students:

- A report and feedback session for Black students through Black Academic Success and Engagement (BASE) Chats:
  - January 14, 2020 – North Campus;
  - January 16 and February 26, 2020 – Lakeshore Campus; and
  - November 30, 2020 – Virtual session
- A feedback session for 2SLGBTQ+ students through an LGBTQ Resource Centre Listening Session – December 15, 2020 – Virtual session

### Actions Taken Place as a Result of the Feedback Sessions:

- Training for Public Safety and Security Staff
- Gender Inclusive Washroom Study
- Prioritized hiring of racialized staff in student-facing roles
- Revamped Communications Strategy for Equity Hubs
- External consultations on Inclusive Washroom Practices and Name Change Procedures

**Policy Review:** The Access & Equity: Students Working Group completed an initial scan of student-facing policy/procedure consultation and feedback mechanisms at selected Canadian post-secondary education institutions. The Working Group identified the development of a student consultation and feedback process as a focus for the upcoming year.







## Curriculum and Programs

**Co-Chairs:** Lara McInnis, Ranya Khan & Shara Stone

**Members:** Adam Benn, Adnan Salam, Andrew Scott, Hannah Burgé Luviano, Melinda Kao, Paul Griffin, Regina Hartwick, Sarah Nieman and Vera Beletzan

**Education and Training:** The Centre, Program Planning Development and Renewal, Teaching + Learning and Humber Libraries collaborated to offer training to its staff on how to integrate EDI into Humber programs and processes. These sessions have also included the tools and frameworks each department will be using to carry out the activities of the EDI implementation plan. Additional capacity building is being done with the academic divisions through consultations, additional workshops and engagement activities such as book clubs and resource sharing.

**4 Seasons of Reconciliation Training:** Indigenous Education & Engagement has commenced the roll out of its 4 Seasons of Reconciliation Training to Humber full-time staff. This is a multimedia teaching unit that promotes a renewed relationship between Indigenous Peoples and Canadians, through transformative learning.

**Course Outlines:** Humber has included the Humber Equity, Diversity & Inclusion Statement and the Anti-Discrimination Statement in course outlines for the 2021-2022 academic year and onwards.



**Humber Learning Outcomes (HLOs):** Humber has built on their collection of HLO data coupled with the data received through the Annual Program Quality Assessments and course curriculum mapping practices. This will assist in better establishing a baseline understanding of EDI and IWBKD integration in all curricula at Humber. These lessons will inform the evolving broader HLO implementation strategy and a series of professional development initiatives such as the creation of an EDI faculty guide. The HLO team are also in the process of piloting a software program called COSSID - Course Outline Software Supporting Instructional Design, which guides faculty through a process that helps them identify how EDI, program learning outcomes, course outcomes, course content and assessments all interact with and align with each other.

**Focus Groups:** To support faculty to infuse EDI into Humber programs, focus groups were held within the Community and Justice Services Diploma and the Bachelor of Child and Youth Care programs of the Faculty of Social and Community Services. The results are informing the development of an EDI Curriculum Toolkit and will inform the development of a college-wide Community of Practice.

**Resources:** The Library has begun an audit of its collection to assess its ability to support students and faculty in weaving EDI throughout the curriculum and curricula activities and inform the development of a research guide.





## Campus Culture

**Chair:** Patricia Suleiman

**Members:** Camila Ruiz Tacha, Christina Alcena, Devon Fernandes, Fisseha Yacob Belay, Kimberly Daniels, Najeeb Ahmed, Natalie Royer, Natasha Schleifer, Stephen Wong and Urszula Kosecka

**Humber's Employee Resource Groups:** Humber launched two Employee Resource Groups (ERGs) in 2020. An additional employee group will be launched in 2021. For more information on these groups, please visit Humber's [ERG page](#).

- Humber's Black/African ERG was virtually launched in September 2020
- Humber's 2SLGBTQ+ ERG was virtually launched in November 2020
- An employee group centered on deconstructing Whiteness will be launched in 2021

**Collaboration with IGNITE:** Humber is supporting IGNITE in developing an equity lens that infuses equity, inclusion and belonging throughout the department. This intentional work includes an EDI-focused review of their programming and policies by an external consultant in addition to an enhancement of professional development opportunities for their employees.





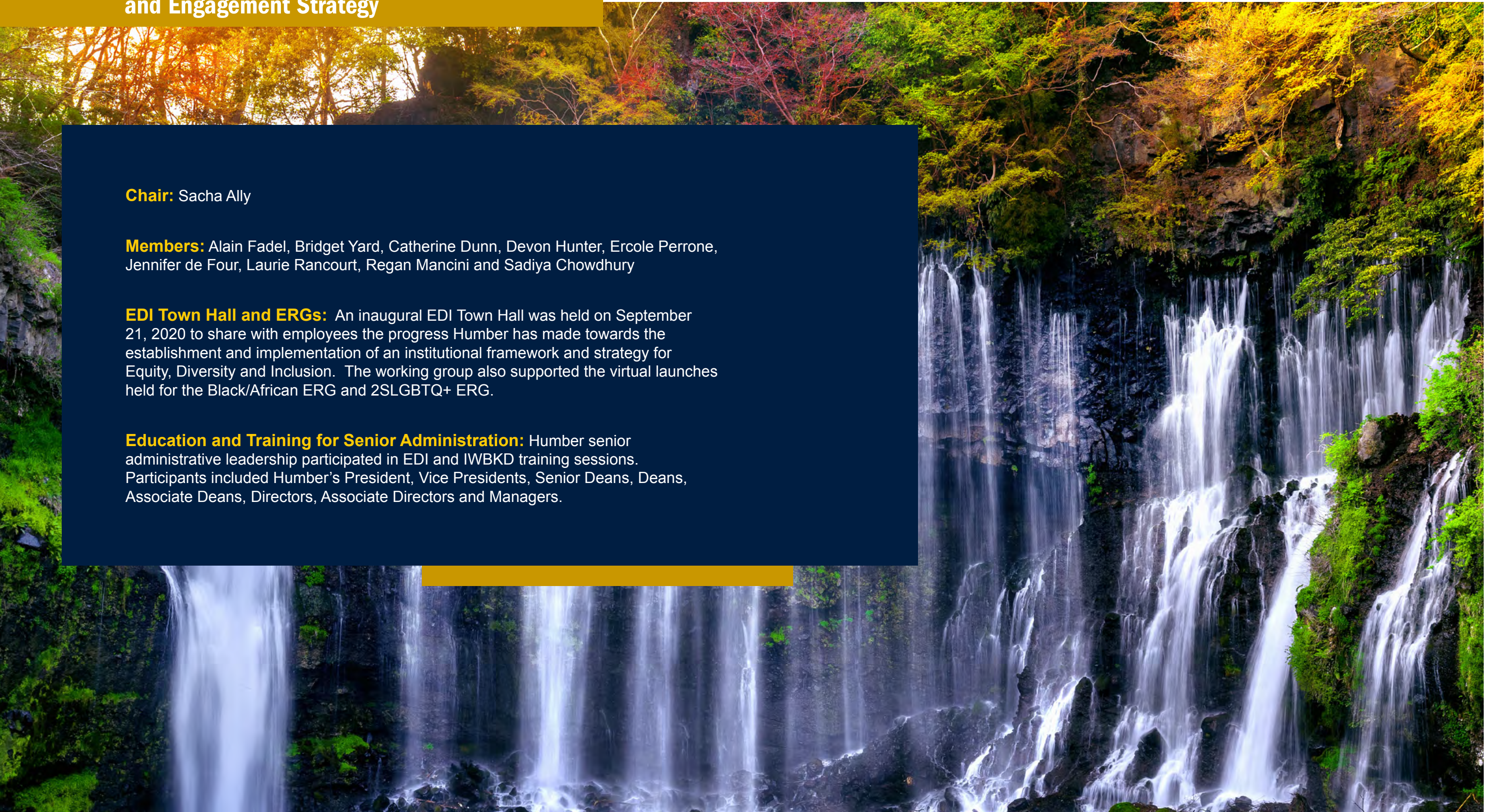
## College-Wide Communication and Engagement Strategy

**Chair:** Sacha Ally

**Members:** Alain Fadel, Bridget Yard, Catherine Dunn, Devon Hunter, Ercole Perrone, Jennifer de Four, Laurie Rancourt, Regan Mancini and Sadiya Chowdhury

**EDI Town Hall and ERGs:** An inaugural EDI Town Hall was held on September 21, 2020 to share with employees the progress Humber has made towards the establishment and implementation of an institutional framework and strategy for Equity, Diversity and Inclusion. The working group also supported the virtual launches held for the Black/African ERG and 2SLGBTQ+ ERG.

**Education and Training for Senior Administration:** Humber senior administrative leadership participated in EDI and IWBKD training sessions. Participants included Humber's President, Vice Presidents, Senior Deans, Deans, Associate Deans, Directors, Associate Directors and Managers.







This report was compiled by the College-Wide Communication and Engagement Strategy Working Group in collaboration with EDI Taskforce members.

This document is available in alternate format upon request.