



HUMBER

EQUITY, DIVERSITY & INCLUSION (EDI) TASKFORCE

2018-2023

Status Update



EQUITY, DIVERSITY & INCLUSION (EDI) TASKFORCE 2018-2023

The EDI Taskforce (Taskforce) will formally launch Humber's EDI Framework and Strategy in April 2022. The Taskforce comprised of 60 members, including students, faculty, support/administration staff, alumni and community/industry partners, identified four program areas and five streams for the framework. Using a participatory social justice model, the Taskforce immediately initiated framework development and implementation when it was publicly announced. Of importance is the fact that in order to identify key program deliverables and objectives, the Taskforce was required to engage in deep infrastructure building as noted in the key accomplishments.

Equity, Diversity and Inclusion education and work must intentionally address colonization and racism. As such, the Taskforce ensured that Indigenous Ways of Being, Knowing and Doing were integrated through all program areas. Additionally, significant efforts were made to advance anti-racism capacity-building at all levels of the College.

On April 1, 2022, the Taskforce enters its final year of existence and is critically aware that dismantling racism, sexism, heterosexism, ableism, ageism and other forms of oppression requires Humber to prioritize building on the groundwork put in place by the Centre of Human Rights, Equity & Inclusion and the EDI framework. We call on each and every Humber student, faculty and staff to be active and genuine participants in this most pertinent work.





STRATEGIC PRIORITY

Continue to build a diverse and inclusive community of exceptional students, faculty, and staff.

SUPPORTING ACTION

Establish and implement an institutional framework and strategy for equity, diversity and inclusion that addresses the needs of students, faculty, and staff.

FOUR PROGRAMS & FIVE STREAMS

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



Key Accomplishments:

2018

- Conducted extensive national and international research on the development of an EDI Taskforce
- Established the EDI Taskforce
- Revitalized Humber's Employment Equity Program

2019

- Conducted current state demographic analysis for employees and students
- Completed a language-based analysis to determine the level of integration of EDI in the curriculum
- Developed communication plan to ensure awareness of the EDI Taskforce work and accomplishments across the Humber community



Key Accomplishments:

2020

- Completed extensive socialization of program streams' deliverables and objectives across the Humber community to elicit feedback
- Enhanced and delivered EDI and anti-racism education series for the Humber community
- Launched Black/African and 2SLGBTQ+ Employee Resource Groups (ERGs)

2021

- Conducted Employment Systems Review (ESR)
- Developed an EDI toolkit that can be utilized to integrate EDI into curricula
- Launched the Unlearning Circle





Key Accomplishments:

2022

- Developed tool to assess and promote student-facing programs and services for students from equity-deserving groups
- Started the enhancement of the EDI and Indigenous Ways of Being, Knowing, & Doing capacity of employees in student-facing roles to support the increase of students' sense of belonging
- In collaboration with the Office of Sustainability, developed and submitted a proposal to senior leadership that addressed the improvement of culturally acceptable food that is nutritious and produced in environmentally sustainable ways
- Continued equity, inclusion, belonging and anti-racism capacity building education and training
- Expansion of decolonization education and training
- Formally launched Humber's EDI Institutional Framework and Strategy





Upcoming Accomplishments:

2023

- Develop and launch a Humber community ambassador program that will strengthen relationships with the local communities
- Establish EDI & Indigenous Ways of Being, Knowing and Doing Faculty Community of Practice
- Transition EDI programs into Faculties and departments' operations
- Evaluation and completion of the 2018-2023 EDI Taskforce's responsibilities





Thank You

Deep gratitude to the Executive sponsors, Lori Diduch, VP, HROE and Jason Hunter, VP, Student & Community Engagement.

To the magnificent and brilliant EDI Taskforce members, thank you for your unrelenting commitment to building a better world for all.





UBUNTU!

*“If you want to go fast, go alone.
If you want to go far and deep,
go together.”
African Proverb*

Nancy Simms, Lead EDI Taskforce
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