



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

Status Update  
September 2022

Submitted by: The Centre  
for Human Rights, Equity & Inclusion





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

The Humber College Institute of Technology & Advanced Learning and the University of Guelph-Humber (Humber) 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 established and implemented an institutional framework and strategy for equity, diversity, and inclusion (EDI) that addresses the needs of both students and employees.



## Key Accomplishments:

In order to identify key program deliverables and objectives, the Taskforce continues to engage in deep infrastructure building as noted in the key accomplishments.

### **Humber's Institutional EDI Framework**

The Institutional EDI Framework and Strategy was launched on April 14, 2022. The Framework captures some of the accomplishments of the EDI Taskforce over the last four and a half years and highlights upcoming accomplishments for the final year 2022 - 2023.

[View the Institutional EDI Framework and Strategy](#)

### **EDI Toolkit Launched**

The Curriculum & Program Working Group co-chair Shara Stone formally launched the EDI Toolkit at Humber's Showcase, June 9, 2022. Humber faculty members can utilize the EDI Toolkit as a framework for instruction that fosters belonging in the classroom.

### **Food & Belonging report approved by Senior Management**

The Campus Culture Food & Belonging Proposal has been approved by senior management. The proposal was developed by former Campus Culture working group member Devon Fernandez whose report includes a series of short- and long-term recommendations to provide nutritional and affordable food choices for our equity-deserving students and to increase our collective sense of belonging and reimagine a campus where we all feel we belong.

### **Employment Systems Review Report (ESR)**

The ESR has been completed and presented to Senior Leadership and is being shared with the Humber Community through a number of presentations in the Summer and Fall of 2022. The ESR is one step in an employment equity program. It provides a reasonable explanation for the patterns of the designated groups in Humber's workforce as revealed by the workforce analysis and supports Humber's commitment to equity and inclusion.

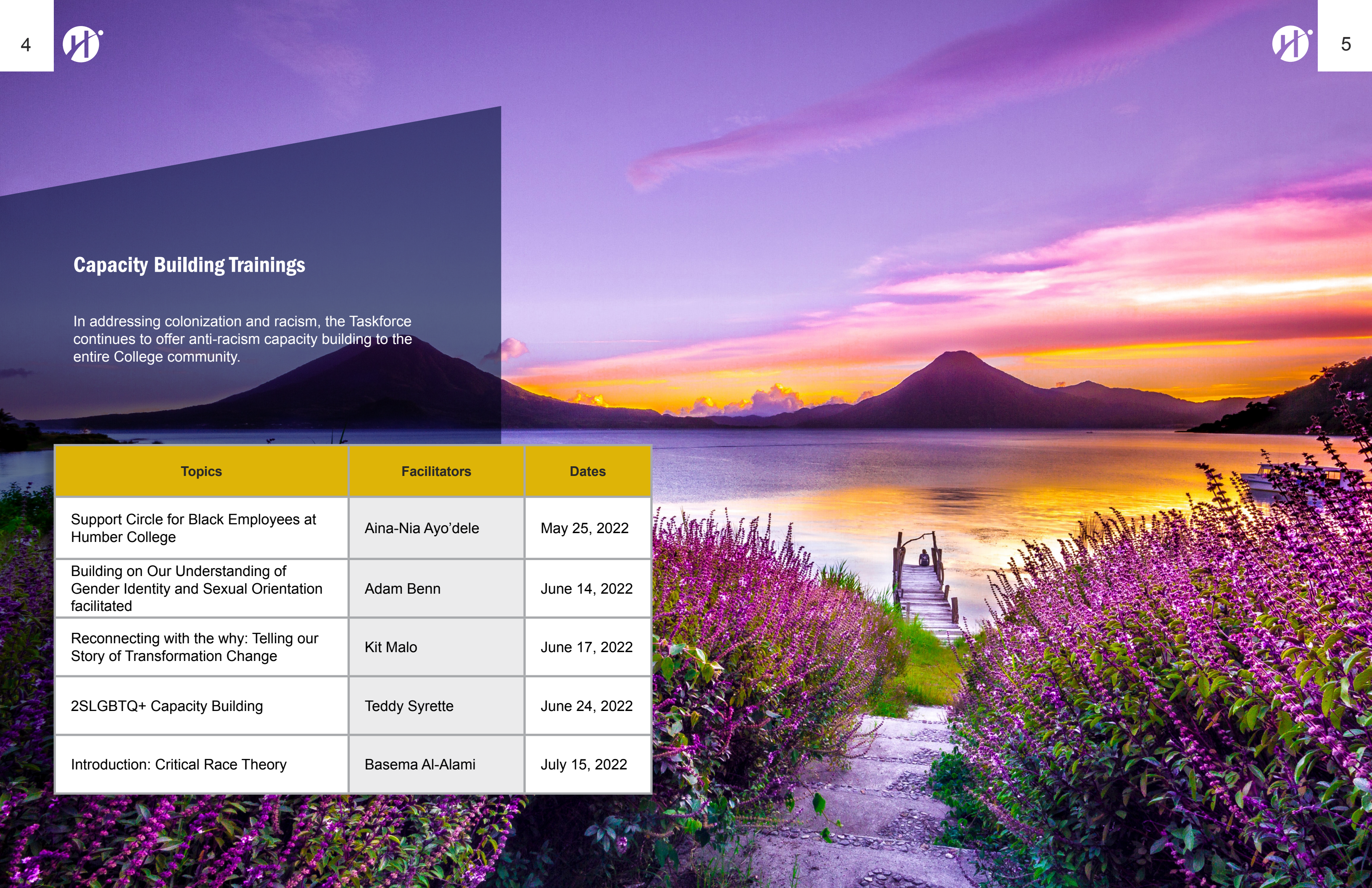




## Capacity Building Trainings

In addressing colonization and racism, the Taskforce continues to offer anti-racism capacity building to the entire College community.

Topics	Facilitators	Dates
Support Circle for Black Employees at Humber College	Aina-Nia Ayo'dele	May 25, 2022
Building on Our Understanding of Gender Identity and Sexual Orientation facilitated	Adam Benn	June 14, 2022
Reconnecting with the why: Telling our Story of Transformation Change	Kit Malo	June 17, 2022
2SLGBTQ+ Capacity Building	Teddy Syrette	June 24, 2022
Introduction: Critical Race Theory	Basema Al-Alami	July 15, 2022







# Thank You

Deep gratitude to the Executive Sponsors, Lori Diduch, Vice-President, HROE and Jason Hunter, Vice-President, Student & Community Engagement.


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

EDI Taskforce Project Manager – Errol Cyrus  
EDI Taskforce Lead – Ian Crookshank



On behalf of the EDI Taskforce, we would like to acknowledge the incredible contributions of Nancy Simms, Director, Human Rights, Equity & Inclusion, and EDI Taskforce Lead. Director Simms has led the EDI Taskforce since its inception in 2018 and gave so much of her energy, time, and self to the EDI Taskforce and many of us as individuals. Her passion for advancing Equity, Diversity, Inclusion and Belonging at Humber and beyond is woven throughout our work, and we are forever grateful. The achievements and accomplishments of the EDI Taskforce thus far would not have been possible without her courageous leadership and unwavering commitment. She retired from Humber in July 2022. We wish Nancy all the best in the next stage of her journey.





**“Not  
everything that  
is faced can be  
changed, but  
nothing can be  
changed until  
it is faced.”**

James Baldwin





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