

Equity, Diversity & Inclusion (EDI) Implementation Plan 2018-2023

Supporting Action: Establish and implement an institutional framework and strategy for equity, diversity and inclusion that addresses the needs of both students and employees.

Lead: Nancy Simms, Director, Human Rights, Equity and Diversity; **Co-Lead:** Ian Crookshank, Dean of Students

Description of the Initiative: Use a multi-pronged approach that will lead to concrete, measurable outcomes of equity, diversity and inclusion infusion throughout the College.

#	Milestones	Years	Deliverables	Status	Lead Responsibility	Key Stakeholders ¹
1	EDI Leadership	18-19	- Coordinate small working group to develop criteria and Call for Membership for EDI Taskforce	Completed	EDI Taskforce Lead	<u>Responsibility</u> EDI Taskforce
		18-19	- Establish an EDI Taskforce to lead the development and implementation of the institutional EDI framework and strategy (Terms of Reference, Training for members)	Completed	EDI Taskforce Leads	Centre for Human Rights, Equity and Diversity
		18-19	- Elicit feedback from College to refresh institutional definitions for equity, diversity and inclusion	Completed	EDI Taskforce Lead	<u>Accountable</u> EDI Taskforce Leads EDI Taskforce Executive Sponsors
		18-23	- Coordinate the delivery of EDI Leadership capacity-building sessions to senior leaders across the College (EAC, Executive Team)	Ongoing	EDI Taskforce Lead	<u>Consulted/Informed</u> Humber Senior Leadership
		18-23	- Provide continued leadership on key strategic EDI initiatives	Ongoing	EDI Taskforce Leads	Humber Community
2	Assessment and Current State Analysis	18-19	Establish Current State: <u>Employees:</u> - Reestablish Humber's Employment Equity Program - Collection and analysis of workforce demographic information - Conduct Employment Systems Review (ESR) (Humber policies, practices, systems and programs) and specify measures to be taken to eliminate employment barriers	Completed	EDI Taskforce Lead & Advisor, Human Rights, Equity & Diversity	<u>Responsibility</u> EDI Taskforce Centre for Human Rights, Equity and Diversity
		Ongoing		Completed		ESR Consultant
		20-23		In-progress		
		19-20	<u>Students:</u> - Coordinate with the current state analysis being completed by Institutional Planning and Analysis - Review data and analysis for potential inclusion in EDI framework	Completed	EDI Taskforce Co-Lead	<u>Accountability</u> EDI Taskforce Leads EDI Taskforce Executive Sponsors
				Completed		<u>Consulted/Informed</u>

¹ **Responsibility:** The Faculties, departments, and/or working groups responsible to complete activities and do the actual work.

Accountability: The individual(s) who will ensure the activity is completed and will approve the work that is done. The accountability for all EDI Taskforce activities rests with the EDI Taskforce Leads.

Consulted: The individual(s), Faculties, and/or departments that will act as an advisor for the activity, often because they are a subject matter expert, or the activity directly or indirectly impacts them.

Informed: The individual(s), Faculties and/or departments that will be kept up to date on the completion of the activity.

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#	Milestones	Years	Deliverables	Status	Lead Responsibility	Key Stakeholders ¹
			<p><u>Curriculum:</u></p> <ul style="list-style-type: none"> - Conduct a language-based analysis to determine the level of integration of EDI in the curriculum 	Completed	EDI Taskforce	Humber Academic Leadership Human Resources & Organizational Effectiveness Institutional Planning & Analysis Humber Community
3	College-wide EDI Framework for Students and Employees	19-21	<p>Research (national and international) and consultation with stakeholders (e.g. students, faculty, support staff, administrators, other postsecondary educational institutions) on development of framework</p> <p>Establish goals/priorities, activities and metrics for framework to address the following deliverables:</p> <p><u>Access & Equity: Students & Employees</u></p> <ul style="list-style-type: none"> - Enhance recruitment, retention and advancement of Indigenous Peoples and students from equity-deserving groups - Enhance recruitment, retention and advancement of Indigenous Peoples and individuals from equity-deserving groups <p><u>Curriculum & Programs</u></p> <ul style="list-style-type: none"> - Advance the integration of equity, diversity and inclusion and Indigenous ways of being, knowing and doing in Humber's curriculum and programs <p><u>Campus Culture</u></p> <ul style="list-style-type: none"> - Cultivate and sustain a healthy and inclusive campus culture by advancing the conditions necessary to foster a sense of belonging and well-being for the Humber community <p><u>College-wide Communication and Engagement Strategy</u></p> <ul style="list-style-type: none"> - Develop and implement a communication strategy that keeps the Humber community informed regarding EDI and IWBKD initiatives, accomplishments and enables input from the internal and external community - Support senior leadership in intentionally communicating their commitment to EDI and IWBKD 	<p>Completed</p> <p>In-progress</p>	<p>EDI Taskforce Leads</p> <p>EDI Taskforce Leads</p>	<p><u>Responsibility</u></p> <p>EDI Taskforce EDI Project Manager Centre for Human Rights, Equity and Diversity</p> <p><u>Accountability</u></p> <p>EDI Taskforce Leads EDI Taskforce Executive Sponsors</p> <p><u>Consulted/Informed</u></p> <p>Humber Senior Leadership Faculties & Departments Humber Community (College-Wide) Indigenous Peoples Employees from equity-deserving groups Students from equity-deserving groups</p>

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4	Implementation of EDI initiatives	20-23	- Dependent on institutional EDI framework & strategy and implementation planning	In-progress	EDI Taskforce Leads & Project Manager	<u>Responsibility</u> EDI Taskforce (to provide oversight) Centre for Human Rights, Equity and Diversity <u>Accountability</u> EDI Taskforce Leads EDI Taskforce Executive Sponsors <u>Consulted/Informed</u> Humber Senior Leadership Faculties & Departments Humber Community (College-Wide) Indigenous Peoples Employees from equity-deserving groups Students from equity-deserving groups
5	Evaluation and Reporting	19-23	- Utilize established metrics to monitor EDI outcomes - Establish reporting process and mechanism - Produce a final report for the Humber community		EDI Taskforce Leads & Project Manager	<u>Responsibility</u> EDI Taskforce <u>Accountability</u> EDI Taskforce Leads EDI Taskforce Executive Sponsors <u>Consulted/Informed</u> Humber Community