

Access & Equity: Students Working Group – Objectives and Activities

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

Milestone: College-wide equity, diversity and inclusion framework and strategy for students

Deliverable: Enhance recruitment, retention and advancement of students from equity-seeking groups

Equity-Seeking Groups: At Humber, equity-seeking groups refer to communities who were historically and who are currently underserved and underrepresented. These groups include Women, Indigenous Peoples, Persons with Disabilities, Racialized Persons, Persons from diverse Gender Identities and Persons who identify as LGBTQ+.

Acronyms Used:

AE: Students	Access & Equity: Students Working Group
BASE	Black Academic Success and Engagement
C&E Working Group	Communication & Engagement Working Group
CC Working Group	Campus Culture Working Group
COWD	Community Outreach and Workforce Development
Director, HRED	Director, Human Rights, Equity & Diversity
EDI	Equity, Diversity & Inclusion
FYE	First Year Experience

HRED	Centre for Human Rights Equity & Diversity
HSSS	Humber Student Success Survey
IE&E	Indigenous Education & Engagement
IPA	Institutional Planning and Analysis
Registrar	Office of the Registrar
SSE	Student Success & Engagement
SWAC	Student Wellness & Accessibility Services
TLS	Teaching & Learning Support
UGH	University of Guelph-Humber

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Objective #1: Develop mechanisms to assess and promote student-facing programs and services					Metrics
Activities – Timeline					
2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	
	<p>Draft online survey to elicit feedback from students, faculty, staff regarding the strengths and gaps in each faculty/department with respect to programs, supports, services and practices related to EDI to support students from equity-seeking groups</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - IPA <p>Informed:</p> <ul style="list-style-type: none"> - Faculty - Humber student-facing employees - Humber students 	<p>Administer online survey to elicit feedback from students and faculty/staff</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Faculty - Humber student-facing employees - Humber students <p>Informed:</p> <ul style="list-style-type: none"> - Departments - Faculties <p>Compile an EDI program audit checklist and self-assessment tool for reviewing student-facing programs and policies using an EDI lens</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - HRED <p>Informed:</p> <ul style="list-style-type: none"> - EDI Taskforce 	<p>Assess Student Success & Engagement (SSE) and other student-facing services alongside Consulted to determine the effectiveness of programs and services in supporting students from equity-seeking groups</p> <p>Phase 1: BASE, International Centre, Accessible Learning Services (ALS), First Year Experience/Orientation (FYE)</p> <p>Phase 2: LGBTQ+ Resource Centre, Student Wellness & Accessibility Centre (Health Services, Counselling Services)</p> <p>Provide support on request to departments that provide student-specific services in enhancing equity, diversity, inclusion and belonging.</p> <p>Develop and embed an annual EDI Assessment protocol for student-facing programs</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - ALS - BASE - Health Services - International Centre - LGBTQ+ Resource Centre - SWAC <p>Informed:</p> <ul style="list-style-type: none"> - SSE 	<p>Create a central repository for students and employees that outlines available student-facing programs and services specific to students from equity-seeking groups</p> <p>Prepare a final report outlining strengths and gaps in reviewed SSE programs with recommendations to be implemented by various Consulted</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - ALS - BASE - Health Services - International Centre - LGBTQ+ Resource Centre - SSE - SWAC <p>Informed:</p> <ul style="list-style-type: none"> - Humber students - Humber student-facing employees 	

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Objective #2: Design and enhance targeted recruitment, retention and advancement strategies for students from equity-seeking groups					Metrics
Activities – Timeline					
2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	
<p>Compile data regarding Humber student population from Humber Student Success Survey, National Health Survey (NHS)</p> <p>Responsible: - AE: Students Working Group</p> <p>Accountable: - EDI Taskforce Leads</p> <p>Consulted: - IPA</p> <p>Informed: - EDI Taskforce</p>	<p>Prepare current state analysis based on HSSS data from 2017, 2018, and 2019 surveys (increases/decreases, regions, etc.) and National Health Survey, looking at themes & trends (not full statistical analysis) to identify demographics and needs of students from equity-seeking groups</p> <p>Responsible: - AE: Students Working Group</p> <p>Accountable: - EDI Taskforce Leads</p> <p>Consulted: - IPA</p> <p>Informed: - EDI Taskforce</p>	<p>Review admissions pathways for students from equity-seeking groups to identify gaps and barriers in recruitment practices and process that impact equity-seeking groups and develop recommendations</p> <p>Develop a work plan in order to increase the targeted recruitment, retention and advancement of students from equity-seeking groups in the following ways: Increase collaboration and communication amongst Consulted regarding the recruitment and retention of students from equity-seeking groups</p> <ul style="list-style-type: none"> - Identify ways in which SSE can support the recruitment of students from equity-seeking groups - Expand and initiate formal and informal mentoring networks between Humber and students from equity-seeking groups (e.g. K-12, international students & mature students) - Increase the opportunities for individuals from equity-seeking groups to participate in Humber’s programs that strengthen their candidacy for enrolment <p>Responsible: - AE: Students Working Group</p> <p>Accountable: - EDI Taskforce Leads</p>	<p>Implement plan with all relevant parties that addresses the following:</p> <ul style="list-style-type: none"> - Clear documentation of how recruitment, retention and advancement is occurring at Humber on an ongoing basis - A strategy that can influence Ontario College Application Service (OCAS) to start collecting demographic data. - A framework for the collaborative, targeted recruitment, retention and advancement of students from equity-seeking groups <p>Responsible: - COWD - IE&E - Office of the Registrar</p> <p>Accountable: - EDI Taskforce Leads</p> <p>Consulted: - SSSE - Students from equity-seeking groups</p> <p>Informed: - Humber community</p>	<p>Prepare a final report with recommendations for ongoing targeted recruitment, the retention and advancement of students from equity-groups and suggestions for the enhancement of existing recruitment, advancement and retention strategies</p> <p>Responsible: AE: Students Working Group</p> <p>Accountable: - EDI Taskforce Leads</p> <p>Consulted: - COWD - IE&E - Office of the Registrar - Strategic Enrollment Management - SSE - Students from equity-seeking groups</p> <p>Informed: - Humber community</p>	<p>Increase in recruitment, retention and advancement of students from equity-seeking groups.</p>

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Objective #2: Design and enhance targeted recruitment, retention and advancement strategies for students from equity-seeking groups					Metrics
Activities – Timeline					
2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	
		<p>Consulted:</p> <ul style="list-style-type: none"> - COWD - IE&E - Office of the Registrar - Strategic Enrollment Management - SSE - Students from equity-seeking groups <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 			

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Objective #3: Identify and address institutional barriers that prevent students from equity-seeking groups from persisting and advancing at Humber					Metrics
Activities – Timeline					
2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	
	<p>Compile a database of scholarships, grants, bursaries and other sources of educational funding other than government student loans for Humber students from equity-seeking groups</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Financial Aid - Advancement and Alumni <p>Informed:</p> <ul style="list-style-type: none"> - Humber students - Humber student-facing employees 	<p>Create a database of financial aid for Humber students from equity-seeking groups to relevant student-facing departments and facilities and SSE</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Financial Aid - Advancement and Alumni <p>Informed:</p> <ul style="list-style-type: none"> - Humber students - Humber student-facing employees 	<p>Publish database of financial aid for Humber students from equity-seeking groups to relevant student-facing departments and facilities and SSE</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Financial Aid - Advancement and Alumni <p>Informed:</p> <ul style="list-style-type: none"> - Humber students - Humber student-facing employees 	<p>Provide recommendations to the Office of the Dean of Students to establish and enhance existing awards, funding and incentives to recognize outstanding students (in particular, students from equity-seeking groups) who contribute in exemplary ways (e.g. learning, research, engagement, community involvement) to creating a more inclusive campus culture</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group - Campus Culture Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Humber students <p>Informed:</p> <ul style="list-style-type: none"> - Office of the Dean of Students 	<p>Increase in retention of students from equity-seeking groups through increased access to institutional resources.</p>
		<p>Conduct review of student policies and procedures at Humber College and University of Guelph-Humber that create barriers for students from equity-seeking groups from accessing and persisting at Humber alongside relevant Consulted</p> <ul style="list-style-type: none"> - Appeals process - Accommodations - Registration forms - Student hiring - Student conduct - Residence policies - Experiential education - Work study <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group 	<p>Provide support to SWAC and ALS to enable them to organize a workplace readiness event/training for employers recruiting students with disabilities</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group - SWAC - ALS <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - SSE <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	<p>Develop EDI-informed guidelines and/or handbook of employers for student work placements in consultation with students</p> <p>Responsible:</p> <ul style="list-style-type: none"> - Faculties - Office of the Dean of Students - Campus Culture Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Career Services <p>Informed:</p> <ul style="list-style-type: none"> - Humber students 	

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Objective #3: Identify and address institutional barriers that prevent students from equity-seeking groups from persisting and advancing at Humber					Metrics
Activities – Timeline					
2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	
		Accountable: - EDI Taskforce Leads Consulted: - TBD Informed: - Humber community		- Work placement employers	

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Objective #4: Build the EDI capacity of students and employees in student-facing roles to strengthen their working relationships					Metrics
Activities – Timeline					
2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	
		<p>Support the Office of the Dean of Students and IGNITE in the development of a program that provides opportunities for peer-to-peer dialogue and conversation around sensitive topics related to EDI</p> <p>Support the Office of the Dean of Students and IGNITE in the development of a program that enables face-to-face meetings, focus groups, online listening and chat groups to engage students in discussions with others students and senior leadership regarding EDI</p> <p>Responsible:</p> <ul style="list-style-type: none"> - Office of the Dean of Students - IGNITE - Campus Culture Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - VP, Students <p>Informed:</p> <ul style="list-style-type: none"> - Humber students - Senior leadership 	<p>Support the Office of the Dean of Students and IGNITE in the development of a program that provides opportunities for peer-to-peer dialogue and conversation around sensitive topics related to EDI</p> <p>Support the Office of the Dean of Students and IGNITE in the development of a program that enables face-to-face meetings, focus groups, online listening and chat groups to engage students in discussions with others students and senior leadership regarding EDI</p> <p>Responsible:</p> <ul style="list-style-type: none"> - Office of the Dean of Students - IGNITE - Campus Culture Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - VP, Students <p>Informed:</p> <ul style="list-style-type: none"> - Humber students - Senior leadership 	<p>Support the Office of the Dean of Students and IGNITE in the development of a program that provides opportunities for peer-to-peer dialogue and conversation around sensitive topics related to EDI</p> <p>Support the Office of the Dean of Students and IGNITE in the development of a program that enables face-to-face meetings, focus groups, online listening and chat groups to engage students in discussions with others students and senior leadership regarding EDI</p> <p>Responsible:</p> <ul style="list-style-type: none"> - Office of the Dean of Students - IGNITE - Campus Culture Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - VP, Students <p>Informed:</p> <ul style="list-style-type: none"> - Humber students - Senior leadership 	<p>Students demonstrate the knowledge and skills necessary to successfully navigate and lead in a diverse world.</p> <p>Increase advancement of students from equity-seeking groups.</p>
		<p>Provide recommendations to the Office of the Dean of Students to develop a mechanism for students to bring awareness to issues of bias, discrimination and harassment on campus and to address student issues related to programs, policies, conflict resolution, complaints and inquiries</p>	<p>Collaborate with the Office of the Dean of Students and HRED to develop an EDI and advocacy training series for students</p> <p>Responsible:</p> <ul style="list-style-type: none"> - HRED - Office of the Dean of Students <p>Accountable:</p>		

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Objective #4: Build the EDI capacity of students and employees in student-facing roles to strengthen their working relationships					Metrics
Activities – Timeline					
2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	
		<p>Responsible:</p> <ul style="list-style-type: none"> - Office of the Dean of Students - HRED <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Humber students <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	<ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Humber students <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 		
		<p>Collaborate with TLS to incorporate EDI-capacity building and empathy building into training for faculty and student-facing employees in collaboration with Curriculum Working Group.</p> <p>Responsible:</p> <ul style="list-style-type: none"> - TLS - Curriculum Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Humber students - SSE <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	<p>Support the implementation of a two-way mentorship program that pairs faculty from equity-seeking groups with students from equity-seeking groups with a specialized focus on recruiting faculty and students from equity-seeking groups identified as at greater risk of attrition (Black, Indian-Caribbean, Indigenous or mixed race)</p> <p>Responsible:</p> <ul style="list-style-type: none"> - COWD - SSE <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Students from equity-seeking groups - Faculties - BASE - IE&E <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	<p>Provide recommendations to support the ongoing maintenance of a two-way mentorship program for faculty and students from equity-seeking groups</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - COWD - SSE <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	