

Campus Culture 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 campus culture

Deliverable: Cultivate an inclusive campus climate that fosters wellbeing and a sense of belonging for all students and employees

Acronyms Used:

AE: Employees	Access & Equity: Employees Working Group
AE: Students	Access & Equity: Students Working Group
AODA Committee	Accessibility for Ontarians with Disabilities Act Committee
BASE	Black Academic Success and Engagement
C&E Working Group	Communication & Engagement Working Group
CC	Campus Culture Working Group
HRED	Centre for Human Rights Equity & Diversity
COWD	Community Outreach and Workforce Development
Director, HRED	Director, Human Rights, Equity & Diversity

EDI	Equity, Diversity & Inclusion
ERG	Employee Resource Group
Facilities	Capital Development and Facilities Management
OE	Organizational Effectiveness
Office of the VP, HROE	Office of the Vice-President, Human Resources and Organization Effectiveness
Office of the VP, Students	Office of the Vice-President, Students and Institutional Planning
SSE	Student Success and Engagement

DRAFT

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Objective #1: Assess and build opportunities to increase wellbeing and a sense of belonging for students and employees					
Activities - Timeline					
2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	Metrics
	<p>Review current employee satisfaction survey and provide EDI-related statements to be implemented in survey to Organizational Effectiveness (OE)</p> <p>Centre staff provide feedback on proposed EDI-related Employee Well-being and Engagement Dimensions and Drivers</p> <p>Responsible:</p> <ul style="list-style-type: none"> - Campus Culture Working Group - OE <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Human Resources - HRED 	<p>Provide recommendations (5 EDI-related statements) to be integrated into the 2020 employee satisfaction survey</p> <p>Promote consultations/survey for the 2020 Employee Well-being and Engagement Dimensions and Drivers</p> <p>Conduct needs assessment to identify areas of collaboration with Organizational Effectiveness (OE) and Campus Culture Working Group</p> <p>Responsible:</p> <ul style="list-style-type: none"> - Campus Culture Working Group - OE <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Human Resources - HRED 	<p>Work alongside OE to review data from 2021 employee satisfaction survey and provide recommendations regarding EDI</p> <p>Remain available to OE to support the initiatives related to both the employee satisfaction survey and the Employee Well-being and Engagement project</p> <p>Responsible:</p> <ul style="list-style-type: none"> - Campus Culture Working Group - OE <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Human Resources - HRED 	<p>Utilize OE’s report to inform recommendations</p> <p>Responsible:</p> <ul style="list-style-type: none"> - Campus Culture Working Group - OE <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Human Resources - HRED 	<p>Improvement in the reported satisfaction of employees regarding employee wellbeing, engagement and EDI.</p>
<p>EDI Taskforce identified need for ERGs</p> <p>Responsible:</p> <ul style="list-style-type: none"> - HRED - 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"> - Black/African employees - LGBT2SQ employees 	<p>EDI Taskforce requested and received approval from Executive Sponsors for Humber to relaunch the LGBT2SQ and develop and launch the Black/African ERG</p> <p>Research the creation of ERGs and invite Dr. Kathy Obear and Dr. Tanya Williams to deliver education and training on developing capabilities to launch and manage ERG and Allies</p> <p>Responsible:</p>	<p>Develop educational information on ERG and distribute College-wide</p> <p>Conduct outreach to College to invite employees to join the ERGs (ongoing)</p> <p>Phase 1: Create and launch LGBT2SQ and Black/African ERG</p> <ul style="list-style-type: none"> - Launch ERGs - Develop vision statement - Develop terms of reference - Develop ERG resource toolkit 	<p>Phase 2: Conduct a needs assessment for other ERGs, for example, South Asian, Disability and Wellness</p> <ul style="list-style-type: none"> - Identify leadership - Launch ERG - Develop vision statement - Develop terms of reference - Complete development of ERG resource toolkit <p>Responsible:</p> <ul style="list-style-type: none"> - HRED 	<p>Conduct assessment of the effectiveness of existing ERGs and produce report</p> <p>Responsible:</p> <ul style="list-style-type: none"> - HRED - ERG Leads <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Informed:</p> <ul style="list-style-type: none"> - Senior Deans - Associate Deans - Managers 	<p>Humber employees from equity-seeking groups report a strong sense of belonging on campus.</p> <p>Humber students report a strong sense of belonging on campus.</p> <ul style="list-style-type: none"> - Launch of LGBT2SQ ERG - Launch of Black/African ERG - Launch of Phase 2 ERGs

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<p>Informed:</p> <ul style="list-style-type: none"> - Senior Deans - Associate Deans - Managers 	<ul style="list-style-type: none"> - HRED - 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"> - Black/African employees - LGBT2SQ employees <p>Informed:</p> <ul style="list-style-type: none"> - Senior Deans - Associate Deans - Managers 	<ul style="list-style-type: none"> - Develop and launch a forum that enables Black employees to meet with senior leadership to discuss their concerns regarding anti-Black racism on campus and provide recommendations to senior leadership <p>Responsible:</p> <ul style="list-style-type: none"> - HRED <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Black/African employees - LGBT2SQ employees <p>Informed:</p> <ul style="list-style-type: none"> - Senior Deans - Associate Deans - Managers 	<p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Informed:</p> <ul style="list-style-type: none"> - Senior Deans - Associate Deans - Managers 		<ul style="list-style-type: none"> - Development of ERG resource toolkit - Completion of 2022-2023 recommendation report
		<p>Support IGNITE in developing an equity lens that infuses equity, inclusion and belonging throughout their programs</p> <ul style="list-style-type: none"> - Work with Access & Equity: Student Working Group in development of the EDI program assessment tool - Adapt tool to review IGNITE programs and identify recommendations - Develop and launch capacity building EDI training and education for IGNITE employees to support effective the development of EDI programming - Support IGNITE to embed EDI in programs 	<p>Continue to support IGNITE in developing an equity lens that infuses equity, inclusion and belonging throughout their programs</p> <p>Responsible:</p> <ul style="list-style-type: none"> - IGNITE - 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 	<p>Conduct an evaluation and draft a report</p> <p>Responsible:</p> <ul style="list-style-type: none"> - IGNITE - 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 	

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		<ul style="list-style-type: none"> - Evaluation [what are they evaluating, and what is the purpose of the evaluation] <p>Responsible:</p> <ul style="list-style-type: none"> - IGNITE - 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 			
		<p>Support the Office of the Dean of Students – SSE 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"> - AE: Students Working Group (lead) - Office of the Dean of Students – SSE - IGNITE <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Informed:</p> <ul style="list-style-type: none"> - VP, Students 	<p>Support the Office of the Dean of Students – SSE in developing a training curriculum for students and student leaders to engage in topics of surrounding equity, diversity and inclusion and build conflict engagement skills to assist in working across differences</p> <p>Responsible:</p> <ul style="list-style-type: none"> - AE: Students Working Group - Office of the Dean of Students – SSE - IGNITE <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Informed:</p> <ul style="list-style-type: none"> - VP, Students 		<ul style="list-style-type: none"> - Creation of face-to-face meeting, focus groups and online forums for students with senior leadership
			<p>Conduct a needs assessment to determine ways of supporting the following groups to enhance wellbeing and a sense of belonging for students (BASE, LGBTQ+ Resource Centre, and International Centre,</p>		

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			Indigenous Education & Engagement) Develop recommendations based on results and deliver to relevant departments Responsible: - HRED - BASE - LGBTQ+ Resource Centre - IE&E Accountable: - EDI Taskforce Leads		
		Increase the understanding of how a diverse employee body contributes to increased excellence, innovation, sustainability and research through the development of a business case fact sheet for a diverse employee/student body Responsible: - HRED Accountable: - EDI Taskforce Leads Informed: - HRED - Office of the VP, HROE - Senior Deans - Associate Deans - Directors	Revise and publish the business case for a diverse employee and student body at post-secondary institution through a fact sheet Responsible: - HRED Accountable: - EDI Taskforce Leads Informed: - Office of the VP, HROE - Senior Deans - Associate Deans - Directors	Revise and promote the business case for diverse employees through a fact sheet Responsible: - HRED Accountable: - EDI Taskforce Leads Informed: - HRED - Office of the VP, HROE - Senior Deans - Associate Deans - Directors	- Dissemination of fact sheet regarding business case for diverse employees

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Objective #2: Support the development and enhancement of inclusive spaces, services and programs				
Activities – Timeline				
2019/2020	2020/2021	2021/2022	2022/2023	Metrics
<p>Attend AODA committee meeting to elicit information from Director of Capital Development and Facilities Management (Facilities) on the AODA Audit and to identify the gaps and issues with Humber’s physical spaces</p> <p>Review AODA Audit report from Facilities to assess the extent to which EDI is incorporated in its assessment and recommendations</p> <p>Responsible:</p> <ul style="list-style-type: none"> - 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"> - HRED - AODA Committee <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	<p>Identify and assess barriers related to equity, diversity and inclusion in the following spaces and provide recommendations:</p> <ul style="list-style-type: none"> - <u>Libraries</u> To what extent is the physical space accessible? - <u>Food Services</u> What is the diversity of food served on campus? - <u>Bathrooms/Change rooms</u> How can the bathrooms/change rooms on campus be more inclusive for all students and employees? - <u>Residence Life</u> - <u>Multi-Faith Centre</u> Does the Multi-Faith Centre increase the sense of belonging for students from diverse religious backgrounds? <p>Responsible:</p> <ul style="list-style-type: none"> - Campus Culture Working Group - HRED - AODA Committee <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Libraries - Athletics & Recreation - Food Services - Residence Life - Office of Dean of Students - SSE - Capital Development and Facilities Management <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	<p>Develop and publish an EDI Assessment and Planning Tool to assist department to self-evaluate and understand their climate relating to EDI</p> <p>Responsible:</p> <ul style="list-style-type: none"> - Office of 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"> - Senior Deans - Associate Deans - BASE - Office of the VP, HROE <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	<p>Reassess remaining accessibility and EDI barriers and produce report with ongoing recommendations</p> <p>Responsible:</p> <ul style="list-style-type: none"> - Campus Culture Working Group - HRED - AODA Committee <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - HRED - Capital Development and Facilities Management <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	<ul style="list-style-type: none"> - Completion of needs assessment of barriers in campus spaces/services - Completion of report regarding recommendations for all-gender change room - Development of guidelines to govern interactions between employees and students from equity-seeking groups/Black students - Publication of EDI Assessment and Planning Tool - Completion of report regarding ongoing recommendations for accessibility barriers

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Objective #3: Create experiences in partnership with community organizations and industry partners that increases students’ and employees’ awareness of EDI and IWBKD and promotes a shared sense of inclusion and belonging				
Activities – Timeline				
2019/2020	2020/2021	2021/2022	2022/2023	Metrics
	<p>Identify existing and potential strategic partnership opportunities with local community organizations and leaders, with a specific focus on organizations serving equity-seeking community groups to position Humber as a leader in post-secondary EDI education and work</p> <p>Responsible:</p> <ul style="list-style-type: none"> - HRED - COWD <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Community partners - Industry partners <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	<p>Support the development of an employee community ambassador program for employees to represent Humber in the local community to strengthen Humber's community ties</p> <ol style="list-style-type: none"> 1. Identify target industries (e.g. health, arts and culture, environmental) 2. Identify possible organizations and events 3. Select 10 ambassadors to pilot program <p>Responsible:</p> <ul style="list-style-type: none"> - HRED - COWD <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Community partners - Industry partners <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	<p>Conduct an assessment and draft report with recommendations to maintain and grow relationships with local community organizations and leaders, with a specific focus on organizations serving equity-seeking community groups</p> <p>Responsible:</p> <ul style="list-style-type: none"> - HRED - COWD <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Community partners - Industry partners <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	
	<p>Support the delivery of training opportunities by Humber employees for local community organizations and for Humber employees by local community organizations</p> <p>Responsible:</p> <ul style="list-style-type: none"> - HRED <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Office of the VP, HROE 	<p>Continue to support the delivery of training opportunities by Humber employees for local community organizations and for Humber employees by local community organizations</p> <p>Responsible:</p> <ul style="list-style-type: none"> - HRED <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Office of the VP, HROE 	<p>Continue to support the delivery of training opportunities by Humber employees for local community organizations and for Humber employees by local community organizations</p> <p>Responsible:</p> <ul style="list-style-type: none"> - HRED <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Office of the VP, HROE 	

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Activities – Timeline				
2019/2020	2020/2021	2021/2022	2022/2023	Metrics
	<p>Engage senior leadership with local organizations and community leaders focused on equity, diversity and inclusion</p> <p>Responsible:</p> <ul style="list-style-type: none"> - HRED - Communication Working Group <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - Senior Leadership <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 - 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"> - Career Services <p>Informed:</p> <ul style="list-style-type: none"> - Humber students - Work placement employers - Faculties 	<p>Enhance institutional recognition mechanisms for students and employees who have documented contributions to public service, through substantial involvement with local community agencies, schools and non-profit organizations</p> <p>Responsible:</p> <ul style="list-style-type: none"> - COWD <p>Accountable:</p> <ul style="list-style-type: none"> - EDI Taskforce Leads <p>Consulted:</p> <ul style="list-style-type: none"> - VP, Students - Office of the Dean of Students - HRED <p>Informed:</p> <ul style="list-style-type: none"> - Humber community 	<ul style="list-style-type: none"> - Development of cultural exhibits - Development of employee community “ambassador” program