EDI Taskforce
Program Area – Curriculum and Programs
Objectives & Activities - DRAFT

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 curriculum development, implementation & review
Deliverable: Embed equity, diversity and inclusion and Indigenous ways of being, knowing and doing in the curriculum and programs.

Acronyms Used

APQA	Annual Program Quality Assessment		PLO	Program Learning Outcome
HRED	Centre for Human Rights Equity & Diversity		PPDR	Program Planning, Development & Renewal
EDI	Equity, Diversity & Inclusion		TLS	Teaching and Learning Support
IE&E	Indigenous Education and Engagement		TEP	Teaching Excellence Program
HLO	Humber Learning Outcomes		SVP	Senior Vice President
IWBKD	Indigenous Ways of Being, Knowing and Doing			

Objective #1: Embed equity, diversity and inclusion (EDI) and Indigenous ways of being, knowing and doing (IWBKD) into course outlines in all academic programs. Activities – Timeline				Informed	Metrics
2019/2020	2020/2021	2021/2022	2022/2023		
	Integrate anti-discrimination statement, found in Humber's Human Rights Policy, into all course outlines & Blackboard template **Responsible**: - TLS - PPDR - ALC **Accountable:** - EDI Taskforce Leads	Review and revise anti-discrimination statement and annual faculty course review processes for EDI and IWBKD for relevancy and impact **Responsible**: - TLS - HRED **Accountable:** - EDI Taskforce Leads	Develop and use assessment tool to assess the embedment of EDI and IWBKD in course outlines (i.e. learning outcomes, course content and assessments) in all full-time academic programs via HLO implementation review (e.g. curriculum mapping tool) **Responsible**: - Campus Culture Working Group **Accountable:** - EDI Taskforce Leads	- Senior Vice President (SVP), Academic - Centre for Human Rights, Equity & Diversity (HRED) - Teaching and Learning Support (TLS) - Humber Learning Outcomes (HLO) - Senior Deans - Associate Dean	EDI & IWBKD embedded in all course outlines.
	Embed EDI & IWBKD into course outline review process via COSSID (a course outline mapping tool) **i.** Develop and incorporate EDI & IWBKD guiding questions into preliminary brainstorming for annual course review **ii.** Map EDI & IWBKD to relevant Course Learning Outcomes (CLOs) and assessments through COSSID **Responsible**: - HLO Team **Accountable:** - EDI Taskforce Leads	Continue mapping EDI & IWBKD to relevant Course Learning Outcomes (CLOs) and assessments through COSSID **Responsible**: - HLO Team - IE&E **Accountable:** - EDI Taskforce Leads	Continue mapping EDI & IWBKD to relevant CLOs and assessments through COSSID **Responsible**: - HLO Team - IE&E **Accountable:** - EDI Taskforce Leads	- Senior Vice President (SVP), Academic - Indigenous Education & Engagement (IE&E) - Humber Learning Outcomes (HLO) - Senior Deans - Associate Dean	EDI & IWBKD mapped to relevant CLOs

Objective #2: Develop and implement a three (3)-phase EDI and IWBKD curriculum implementation plan				Informed	Metrics
Activities – Timeline					
2019/2020	2020/2021	2021/2022	2022/2023		
Conduct a language-based analysis of EDI embedment in full-time academic programs to categorize programs into phases **Responsible:** - HLO Team **Accountable:** - EDI Taskforce Leads	Develop a conceptual framework to guide the embedment process to be presented to Senior Deans for approval **Responsible**: - Curriculum Working Group **Accountable:** - EDI Taskforce Leads Determine consultative process using conceptual framework to embed EDI and IWBKD into Program Learning Outcomes (PLOs) in pilot programs in collaboration with Program Coordinators Process: Consultative process using experiences of faculty who incorporate EDI to develop framework and knowledge of diversity research project **Responsible**: - Curriculum Working Group - Program Coordinators **Accountable:** - EDI Taskforce Leads **Phase I:** Pilot Programs (CJS, CYC x2, SSW) where EDI and IWBKD are present in program outcomes - Encourage full embedment of EDI in pilot group of programs - Utilize experiences of pilot focus group to inform development of process to assist embedment of Phase II programs participants - Completion of Phase I Report **Responsible**:	**Phase II:** Programs/courses where EDI and IWBKD are present in course learning outcomes - Encourage full embedment of EDI in Phase II group of programs (EDI currently incorporated in some ways) - Utilizing the experiences of pilot group to inform development of process to assist Phase II participants - Completion of Phase II Report **Responsible**: - Curriculum Working Group - Program Coordinators - TLS **Accountable:** - EDI Taskforce Leads	**Phase III:** Programs/courses where EDI and IWBKD are absent in the curriculum - Develop process for embedment of EDI in STEM and business programs aligned with academic research - Create inclusive intersectional team to work with Program Coordinators to determine strategies for embedding EDI in program outcomes - Completion of Phase III Report **Responsible**: - Curriculum Working Group - Program Coordinators - TLS **Accountable:** - EDI Taskforce Leads	- SVP, Academic - HRED - IE&E - HLO - Union - Program Coordinators - Senior Deans - Associate Deans	EDI & IWBKD embedded in all full-time academic programs.

	- Curriculum Working Group - Program Coordinators - TLS **Accountable:** - EDI Taskforce Leads				

Objective #3: Develop and implement an EDI & IWBKD quality assurance protocol for program review processes				Informed	Metrics
Activities – Timeline					
2019/2020	**2020/2021**	**2021/2022**	**2022/2023**		
Create a metric for assessing inclusion of EDI in programs slated for program review in consultation with relevant stakeholders **Responsible**: - HRED - Curriculum Working Group **Accountable:** - EDI Taskforce Leads	Update APQA form to include EDI & IWBKD questions **Responsible:** - PPDR - HRED - IE&E **Accountable:** - EDI Taskforce Leads		Review APQA processes and assess whether there are additional changes to be made **Responsible**: - PPDR - HRED - IE&E - Curriculum Working Group **Accountable:** - EDI Taskforce Leads	- SVP, Academic - HRED - IE&E - TLS - PPDR - Senior Deans - Associate Deans	- EDI Program Review Tool - Development and incorporation of two EDI Questions in APQA
Modify Annual Program Quality Assessment (APQA) to incorporate EDI **Responsible**: PPDR **Accountable:** - EDI Taskforce Leads	Continue working to modify APQA and program review process to incorporate EDI **Responsible**: - PPDR - HRED - IE&E - Curriculum Working Group **Accountable:** - EDI Taskforce Leads Implement revised APQA and program review **Responsible**: - PPDR **Accountable:** - EDI Taskforce Leads	Develop Indigenous Quality Assurance Standards adapted from *"Building a Strong Fire: Indigenous Quality Assurance Standards in Ontario Colleges"* **Responsible**: - IE&E **Accountable:** - EDI Taskforce Leads	Incorporate Indigenous Quality Assurance Standards into APQA/program review process **Responsible**: - IE&E **Accountable:** - EDI Taskforce Leads	- SVP, Academic - HRED - IE&E - PPDR - Senior Deans Associate Deans	

Increase EDI Capacity of Faculty and Employees through Training and Resources

Objective #4: Develop and facilitate an EDI and IWBKD Community of Practice and shared repertoire of resources Activities – Timeline				Informed	Metrics
2019/2020	2020/2021	2021/2022	2022/2023		
	Develop evaluation criteria and processes to identify and approve EDI and IWBKD responsive resources **Responsible**: - Libraries **Accountable:** - EDI Taskforce Leads	Perform EDI library audit of a of library resources using the processes and evaluation criteria developed **Responsible**: - Libraries **Accountable:** - EDI Taskforce Leads	Conduct assessment and provide recommendations for ongoing compilation of EDI and IWBKD responsive resources **Responsible:** - Curriculum Working Group **Accountable:** - EDI Taskforce Leads	- SVP, Academic - HRED - Humber Libraries	- EDI Resource Evaluation criteria process forwarded by Humber Libraries, TLE, IE&E & Academic Faculties - Evaluation criteria set by EDI Community of Practice - 2020 HLO Status Report
	Establish EDI Community of Practice within TLS **Responsible**: - TLS **Accountable:** - EDI Taskforce Leads	Review EDI- and IWBKD-related faculty resources provided through HLO implementation (i.e. website, faculty resource development, competencies, etc.) **Responsible**: - HLO - Libraries **Accountable:** - EDI Taskforce Leads		- SVP, Academic - HRED - IE&E - TLS - HLO - PPDR - Humber Libraries - Senior Deans - Associate Deans	
	Implement a pilot assessment of EDI and IWBKD responsive resources **Responsible**: - TBD **Accountable:** - EDI Taskforce Leads	Compile IWBKD resources from pilot micro credential training resources **Responsible**: - IE&E - Libraries **Accountable:** - EDI Taskforce Leads			

	Consolidate, evaluate and approve EDI resource list for faculty and student	Collect and approve exemplars for capstone projects embedding EDI and IWBKD			
	Responsible: - TLS	**Responsible**: - TBD			
	Accountable: - EDI Taskforce Leads	**Accountable:** - EDI Taskforce Leads			

Objective #5: Build EDI and IWBKD Capacity of Faculty, Humber Academic Division, Teaching and Learning Support, and Program Planning, Renewal & Development staff Activities – Timeline				Informed	Metrics
2019/2020	2020/2021	2021/2022	2022/2023		
Develop 6 hours of foundational EDI training **Responsible**: - HRED **Accountable:** - EDI Taskforce Leads	Develop three (3) hours of foundational IWBKD training Develop four (4) hours of department-specific EDI and IWBKD training Deliver nine (9) hours of foundational and four (4) hours of department-specific training to Faculty, Academic Division, TLS & PPDR staff **Responsible**: - HRED - IE&E **Accountable:** - EDI Taskforce Leads	Deliver nine (9) hours of foundational and four (4) hours of department-specific training to Academic Division, TLS & PPDR employees **Responsible**: - HRED - IE&E **Accountable:** - EDI Taskforce Leads	Deliver nine (9) hours of foundational and four (4) hours of department-specific training to Faculty, Academic Division, TLS & PPDR staff **Responsible**: - HRED - IE&E **Accountable:** - EDI Taskforce Leads	- SVP, Academic - IE&E - TLS - Senior Deans - Associate Deans - PPDR	
	Revise the Teaching Excellence Program (TEP) to embed EDI and IWBKD - Use participant evaluations to assess EDI and IWBKD incorporation in TEP - Create an EDI/IWBKD TEP Revision Working Group to review and make recommendations for changes to TEP **Responsible**: - TLS **Accountable:** - EDI Taskforce Leads	Update Teaching and Learning Support certificate program using an EDI and IWBKD lens: - Culturally Inclusive Educator **Responsible**: - TLS **Accountable:** - EDI Taskforce Leads		- SVP, Academic - HRED - IE&E - TLS	- Staff performance evaluation - Training series evaluation - Quantitative & qualitative evaluation results