

## **Equity, Diversity and Inclusion Taskforce Program Stream - Access & Equity: Employees Objectives - 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 employees

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

**Key Definition:** **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 2SLGBTQ+.

**Key Terms:** **EDI:** Equity, diversity and inclusion  
**IWBKD:** Indigenous ways of being, knowing and doing

**Below are five objectives for Access & Equity: Employees:**

1. Re-establish and sustain Humber's Employment Equity Program
2. Review and update recruitment, retention and advancement strategies to increase the number of employees from equity-seeking groups at all levels of the College
3. Build EDI and IWBKD capacity in Human Resources and Organizational Effectiveness
4. Develop and implement EDI and IWBKD related education and training for managers and hiring committees
5. Establish performance-enablement tools, templates and approaches that include principles of EDI and IWBKD

To access a detailed work-plan of the above objectives,  
please send your request to:

Bharat Saini at [bharat.saini@humber.ca](mailto:bharat.saini@humber.ca)  
and Derek Stockley at [derek.stockley@humber.ca](mailto:derek.stockley@humber.ca)

or Nancy Simms at [nancy.simms@humber.ca](mailto:nancy.simms@humber.ca)

## Equity, Diversity and Inclusion Taskforce Program Stream - Access & Equity: Students Objectives - 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 students

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

**Key Definition:** **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 2SLGBTQ+.

**Key Terms:** **EDI:** Equity, diversity and inclusion  
**IWBKD:** Indigenous ways of being, knowing and doing

### Below are five objectives for Access & Equity: Students:

1. Develop mechanisms to assess and promote student-facing programs and services for students from equity-seeking groups
2. Revise and enhance targeted recruitment, retention and advancement strategies for students from equity-seeking groups
3. Identify and address institutional barriers to success for students from equity-seeking groups
4. Enhance the EDI and IWBKD capacity of employees in student-facing roles to increase students' sense of belonging
5. Build the EDI and IWBKD capacity of all Humber students

To access a detailed work-plan of the above objectives,  
please send your request to:

Ian Crookshank at [ian.crookshank@humber.ca](mailto:ian.crookshank@humber.ca)  
and Nivedita Lane at [nivedita.lane@humber.ca](mailto:nivedita.lane@humber.ca)

or Nancy Simms at [nancy.simms@humber.ca](mailto:nancy.simms@humber.ca)

## Equity, Diversity and Inclusion Taskforce Program Stream - Curriculum & Programs Objectives - 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:** Advance the integration of equity, diversity and inclusion and Indigenous ways of being, knowing and doing in Humber's academic programs

**Key Terms:** **EDI:** Equity, diversity and inclusion  
**IWBKD:** Indigenous ways of being, knowing and doing

### Below are six objectives for Curriculum & Programs:

1. Enhance EDI and IWBKD capacity of Faculty, Humber Academic Division, Teaching + Learning Support, and Program Planning, Development & Renewal
2. Develop a strategy to infuse EDI and IWBKD in all academic programs through Humber Learning Outcomes (HLOs) implementation.
3. Develop an EDI & IWBKD quality assurance protocol for integration into the program review processes
4. Braid IWBKD into programs and curricula
5. Develop an EDI toolkit that faculty can utilize to integrate EDI into curricula
6. Institute and facilitate an EDI Community of Practice and shared repository of resources

To access a detailed work-plan of the above objectives,  
please send your request to:

Lara McInnis at [lara.mcinnis@humber.ca](mailto:lara.mcinnis@humber.ca);  
Ranya Khan at [ranya.khan@humber.ca](mailto:ranya.khan@humber.ca);  
Shara Stone at [sharonne.stone@humber.ca](mailto:sharonne.stone@humber.ca);  
and Adam Benn at [adam.benn@humber.ca](mailto:adam.benn@humber.ca);

or Nancy Simms at [nancy.simms@humber.ca](mailto:nancy.simms@humber.ca)

## Equity, Diversity and Inclusion Taskforce Program Stream - Campus Culture Objectives - 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 campus culture

**Deliverable:** 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

**Key Definition:** **Campus Culture** is the personality of a campus, reflected by its mission, history, practices, perceptions, values and the actions and experiences of the campus members, which shapes the physical and social environment.

**Key Terms:** **EDI:** Equity, diversity and inclusion  
**IWBKD:** Indigenous ways of being, knowing and doing

**Below are three objectives for Campus Culture:**

1. Enhance opportunities to increase well-being and a sense of belonging for all students and employees
2. Promote inclusion in campus spaces and services for all Humber students and employees
3. Strengthen and sustain relationships with community organizations to position Humber as the school and employer of choice

To access a detailed work-plan of the above objectives,  
please send your request to:

Patricia Suleiman at [patricia.suleiman@humber.ca](mailto:patricia.suleiman@humber.ca)

and

Nancy Simms at [nancy.simms@humber.ca](mailto:nancy.simms@humber.ca)

**Equity, Diversity and Inclusion Taskforce  
Program Stream - College-Wide Communication and Engagement  
Strategy  
Objectives - 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 communication and engagement

**Deliverables:**

1. Develop and implement a communication strategy that keeps the Humber community informed regarding EDI and IWBKD initiatives, accomplishments and enables input from the college community
2. Increase intentionality in senior leadership that communicates commitment to EDI and IWBKD

**Key Terms:** **EDI:** Equity, diversity and inclusion  
**IWBKD:** Indigenous ways of being, knowing and doing

**Note:** The College-Wide Communication and Engagement Strategy supports the communication of all program areas.

**Below are three objectives for College-Wide Communication and Engagement Strategy:**

1. Create and maintain a campus communication & engagement plan for the EDI institutional framework and strategy
2. Increase the knowledge and value for EDI and IWBKD at Humber of the campus community, the general public and community and industry partners
3. Provide opportunities for leadership to build EDI and IWBKD capacity and increase their visibility in supporting and communicating the College's commitment to EDI and IWBKD

To access a detailed work-plan of the above objectives,  
please send your request to:

Sacha Ally at [sacha.ally@humber.ca](mailto:sacha.ally@humber.ca)

or

Nancy Simms at [nancy.simms@humber.ca](mailto:nancy.simms@humber.ca)