



# Call for Membership

**Equity,  
Diversity &  
Inclusion  
(EDI)**

**Framework & Strategy**

**We Have the Power to  
Transform**

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We need your diverse perspectives and talents. Your participation will lead to the development of Humber's EDI Framework and Strategy for Inclusive Excellence.

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## Equity, Diversity & Inclusion (EDI) Task Force (2018-2023)

### Call for Membership

#### Call for Membership:

The Humber College Institute of Technology & Advanced Learning has identified as its Strategic Priority #7 to continue to build a diverse and inclusive community of exceptional students, faculty and staff. This priority is listed under Strategic Pillar #3 – Healthy and Inclusive Community.

Humber is seeking members of the College to join an Equity, Diversity and Inclusion (EDI) Task Force that will work alongside the Centre for Human Rights, Equity & Diversity to establish an institutional EDI framework and strategy.

#### EDI Task Force Executive Sponsors:

- Lori Diduch, Vice-President, Human Resources & Organizational Effectiveness
- Jason Hunter, Vice-President, Student and Community Engagement

### **EDI Task Force Leads:**

- Lead – Nancy Simms, Director, Centre for Human Rights, Equity & Diversity
- Supporting Lead – Meg Houghton, Associate Dean, Student Wellness and Equity

### **EDI Task Force Mandate:**

Through a consultative and collaborative process, members of the EDI Task Force will develop an institutional framework and strategy for advancing inclusion throughout Humber.

### **EDI Task Force Key Responsibilities:**

1. Use an intersectional lens to develop and establish an EDI institutional framework and strategy
2. Conduct research and synthesize findings related to EDI practices in postsecondary institutions and private and public sector arenas
3. The Task Force will develop recommendations for:
  - a. Increasing access for historically and current under-served and under-represented groups, including women, persons with disabilities, Indigenous people, members of racialized groups as well as persons with diverse sexual and gender identities;

- b. Creating curricular and co-curricular initiatives to prepare students for a diverse world; and
  - c. Advancing education, training and research to expand Humber's understanding of EDI at the domestic and global levels
4. Monitor EDI practices consistently and assess progress using metrics.

### **Recommended Competencies of EDI Task Force Members:**

1. **Knowledge of equity, diversity and inclusion in the postsecondary sector:**
  - knowledge of recruitment and retention barriers faced by students and employees
  - awareness and knowledge of methods to diversify the curriculum
  - knowledge of the various ways in which campus climate can be measured for students and employees
  - knowledge of the Ontario *Human Rights Code*, *Accessibility for Ontarians with Disabilities Act*, *Employment Equity Act*, *Anti-Racism Act*, *Occupational Health and Safety Act* and other related equity legislation and relevant collective agreements.

**2. Ability to cultivate a common vision:**

- ability to engage with students, faculty, staff and administrators to understand their unique and complex needs and commit to working collaboratively with all levels of leadership to build policies and programs that advance EDI and equity-mindedness.

**3. Political acumen:**

- ability to respond effectively to sensitive situations, reconcile competing interests and build consensus around a policy and plan of action.

**4. Orientation towards results:**

- demonstrate strong commitment to the development of a practical and effective EDI framework and strategy for Humber.



**EDI Task Force Composition:**

Representation from the following groups will be sought for the EDI Task Force:

Fulltime and non-fulltime students from all Humber campuses	Fulltime and non-fulltime faculty, support and administrative staff from all Humber campuses	Aboriginal Resource Centre
Applied Research and Innovation	Black Academic Success and Engagement (BASE)	Capital Development and Facilities Management & Office of Sustainability
Centre for Teaching and Learning	Community-based Organizations	Community Outreach and Workforce Development
Faculty Union	Human Resources Business Partners; Organizational Effectiveness (Change Manager)	Humber Alumni
Industry Partners	IGNITE	Institutional Planning and Analysis
International Centre	LGBTQ+ Resource Centre	Libraries
Marketing and Communications	Multi-faith Centre	Program Planning, Development and Renewal
Public Safety	Student Wellness & Accessibility Centre	Support Staff Union

### **Time Commitment and Tenure:**

EDI Task Force members must commit to one in-person three (3) hour meeting per month. Working Groups will be required to meet more frequently to complete projects.

To ensure continuity and facilitate transition Task Force members may serve 1-3 years with options to extend membership.

For your participation on the EDI Task Force and depending on your position at Humber, you may be eligible for payment, a SWF, or obtaining time away from your regular job requirements to attend meetings.

### **Membership:**

Humber has put out an open call for membership at the College. Invitations to join the Task Force may be extended to select individuals at the request of College leadership or where there is evidence of research expertise in topics related to the Task Force's mandate. Membership recommendations from College leadership are welcome. All applicants are required to have their manager's approval prior to applying.

### **How to Apply?**

Please complete the on-line application form available at <http://bit.ly/HumberEDIEmployees>.

**The deadline to submit your application is Wednesday, December 12, 2018.**

### **Questions:**

If you have questions pertaining to the EDI Task Force Call for Membership, please contact: Nancy Simms, Director of the Centre for Human Rights, Equity & Diversity, at [nancy.simms@humber.ca](mailto:nancy.simms@humber.ca).

**WE ARE  
HUMBER**