

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 Indigenous Peoples and individuals from equity-deserving groups
- Key Definition:** **Equity-Deserving Groups:** At Humber, equity-deserving groups refer to communities who were historically and who are currently underserved and underrepresented. These groups include Women, 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 Indigenous Peoples and individuals from equity-deserving 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
and Derek Stockley at derek.stockley@humber.ca

or Nancy Simms at 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 Indigenous Peoples and students from equity-deserving groups
- Key Definition:** **Equity-Deserving Groups:** At Humber, equity-deserving groups refer to communities who were historically and who are currently underserved and underrepresented. These groups include Women, 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 continuously assess and promote student-facing programs and services for Indigenous Peoples and students from equity-deserving groups
2. Research and recommend strategies to Humber on targeted recruitment, retention and advancement of Indigenous Peoples and students from equity-deserving groups
3. Identify and address institutional barriers to access and success for Indigenous Peoples and students from equity-deserving 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
and Nivedita Lane at nivedita.lane@humber.ca

or Nancy Simms at 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;
Ranya Khan at ranya.khan@humber.ca;
and Shara Stone at sharonne.stone@humber.ca;

or Nancy Simms at 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

or

Nancy Simms at 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. Support senior leadership in intentionally communicating their 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

or

Nancy Simms at nancy.simms@humber.ca