

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

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

1. Re-establish Humber's Employment Equity Program
2. Review and revise 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 human resources practitioners, 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:

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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 LGBTQ+.

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

Below are four key objectives for Access & Equity: Students:

1. Develop mechanisms to assess and promote student-facing programs and services for students from equity-seeking groups
2. Design and enhance targeted recruitment, retention and advancement strategies for students from equity-seeking groups
3. Identify and address institutional barriers that prevent students from equity-seeking groups from persisting and advancing at Humber
4. Build EDI and IWBKD capacity in students and employees in student-facing roles to strengthen their working relationships

To access a detailed work-plan of the above objectives,
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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: Embed equity, diversity and inclusion and Indigenous ways of being, knowing and doing in the curriculum and programs

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

Below are five key objectives for Curriculum & Programs:

1. Embed EDI and IWBKD into course outlines in all academic programs
2. Develop and implement a three (3)-phase EDI and IWBKD curriculum implementation plan
3. Develop and implement an EDI and IWBKD quality assurance protocol for program review processes
4. Develop and facilitate an EDI and IWBKD Community of Practice and shared collection of resources
5. Build EDI and IWBKD capacity in Faculty, Academic Division, Teaching and Learning Support, Libraries and Program Planning, Renewal & Development

To access a detailed work-plan of the above objectives,
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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 an inclusive campus climate that fosters wellbeing and a sense of belonging for all students and employees

Key Definition: **Campus Culture:** Campus Culture is the personality of a campus, reflected by its mission, history, practices, values and the actions 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 key objectives for Campus Culture:

1. Assess and build opportunities to increase well-being and a sense of belonging for all students and employees
2. Support the development and enhancement of inclusive spaces, services and programs
3. Create experiences in partnership with community organizations and industry partners that increase students' and employees' awareness of EDI and IWBKD and promote a shared sense of inclusion and belonging

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**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:

- Develop and implement a communication strategy that keeps the College community informed regarding equity, diversity and inclusion and Indigenous ways of being, knowing and doing initiatives, accomplishments and enables input from the College community
- Increase intentionality in senior leadership that communicates commitment to equity, diversity and inclusion and Indigenous ways of being, knowing and doing

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 key 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 senior 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,
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