

**Equity, Diversity & 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 eight key objectives for Access & Equity: Employees:

1. Re-establish Humber's Employment Equity Program
2. Establish an interview process that includes committee members who possess an EDI and IWBKD lens and who will work closely with the position
3. Revise job posting templates to provide opportunities for a wider pool of qualified applicants from equity-seeking groups
4. Develop a job posting advertising protocol for attracting a wider pool of qualified applicants from equity-seeking groups
5. Development of a suite of EDI and IWBKD related training for managers and hiring committees
6. Establish performance enablement tools, templates and approaches that include principles of EDI and IWBKD
7. Development of retention and advancement programs for employees from equity-seeking groups
8. Enhancement of exit interview process and development of out-boarding program

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

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**Equity, Diversity & 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
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 the EDI and IWBKD capacity of students and employees in student-facing roles to strengthen their working relationships

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

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**Equity, Diversity & 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 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, please send your request to:

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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 wellbeing 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 increases students' and employees' awareness of EDI and IWBKD and promotes a shared sense of inclusion and belonging

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

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Equity, Diversity & 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, please send your request to:

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