

EQUITY, DIVERSITY & INCLUSION (EDI) TASKFORCE

2018-2023



STRATEGIC PRIORITY: Continue to build a diverse and inclusive community of exceptional students, faculty and staff.



SUPPORTING ACTION: Establish and implement an institutional framework and strategy for equity, diversity and inclusion that addresses the needs of both students and employees.



FOUR PROGRAMS & FIVE STREAMS:

1. Access & Equity: Students
2. Access & Equity: Employees
3. Curriculum and Programs
4. Campus Culture
5. College-Wide Communication and Engagement Strategy

★ Key Accomplishments:

2018

Conducted extensive national and international research on the development of an EDI Taskforce

Established the EDI Taskforce with over 50 members, including students, employees, alumni, community and industry partners

Reestablished Humber's Employment Equity Program

2019

Conducted current state demographic analysis for employees and students

Completed a language-based analysis to determine the level of integration of EDI in the curriculum

Developed communication plan to ensure awareness of the EDI Taskforce across the Humber Community

2020

Completed extensive socialization of program streams' deliverables and objectives across the Humber Community to elicit feedback

Enhanced and delivered EDI education series for the Humber Community

Launched Black/African and 2SLGBTQ+ Employee Resource Groups (ERGs)

🔄 Coming:

2021

Completion and launch of Humber's institutional EDI framework and strategy

Conduct Employment Systems Review and develop Employment Equity Plan

Development and launch of a group for White employees focused on deconstructing Whiteness

2022

Develop and launch a Humber community ambassador program that will strengthen relationships with the local community

Establishment of EDI & Indigenous Ways of Being, Knowing and Doing Faculty Community of Practice

Dissemination of EDI self-assessment program tool for student-facing departments and Faculties

2023

Completion of all EDI Taskforce related activities

Transition EDI programs into Faculties and departments' operations

Dissemination of EDI Taskforce final report