

MEMO

Date: June 24, 2020
To: All Staff
From: Laurie Rancourt, Senior Vice-President Academic, and
Lori Diduch, Vice-President, Human Resources and Organization Effectiveness
Re: **Humber's Ongoing Commitment to Equity Diversity and Inclusion**

The following is the first of a series from Humber leadership on the great work being done by each of the EDI working groups. This issue is focused on the work of the Curriculum & Programs working group. The next issue will focus on the work aimed at staffing, hiring and training on EDI.

Equity is a core value at Humber. We want each member of our community to feel that Humber campuses are welcoming and safe places where they can succeed, and where they belong. We know we have work to do to reach this goal. That includes looking at the composition of our curriculum, how our employees reflect our student body, and behaviours inside and outside the classroom.

With the introduction of our Strategic Plan in 2018, we created a dedicated Equity, Diversity and Inclusion (EDI) Taskforce. The Taskforce comprises approximately 50 members, including students, faculty, support staff, administrators, community organizations, industry partners and alumni. The Taskforce is working with the Centre for Human Rights, Equity & Diversity and the Indigenous Education and Engagement department to develop a college-wide EDI framework to shape the institution's policies and practices, and support the advancement of inclusion throughout Humber.

Over the past weeks, members of the Humber community have reached out to our Faculties seeking information about the steps we are taking to ensure our curriculum reflects our values.

Equity, Diversity and Inclusion, including anti-racism education, is a priority for inclusion in all programs, and a key mindset of the [Humber Learning Outcomes](#). Mindsets are worldviews that are crucial to the well-being and prosperity of individuals and communities. As values, they inform how we approach challenging situations and interact with each other. Additionally, one of the Taskforce deliverables is to embed EDI and Indigenous ways of being, knowing and doing (IWBKD) in the curriculum and programs at Humber.

I want to share with you the steps identified by the Taskforce's Curriculum & Programs Working Group [that](#) we are taking to embed EDI and IWBKD in Humber's curriculum and programs:

1. Embed EDI and IWBKD into course outlines in academic programs
2. Develop and implement a three-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

People also want to know more about our faculty training and hiring practices. One of the goals of our Strategic Plan is to increase the diversity of our faculty and staff to provide our students with role models and mentors that reflect their diverse backgrounds and experiences. There are many activities underway in support of this, including: the reestablishment of the college's [Employment Equity Program](#); a review of our hiring practices; and the development of EDI training for managers and hiring committees.

A number of departments, including the Centre for Human Rights, Equity & Diversity, Indigenous Education and Engagement, Teaching and Learning and Student Success and Engagement continue to offer robust EDI-related training and education for employees and students. We are working on creating a single calendar for upcoming workshops and training sessions to make it easier for our community to find information and engage with these opportunities.

Across our six Faculties, we are committed to cultivating rich learning environments grounded in the fundamental values of equity, respect and inclusion. We want Humber to be rich in diversity of thought and identity and for our students to feel that they are supported and can achieve their

Sincerely,



Laurie Rancourt
Senior Vice-President, Academic



Lori Diduch
Vice President Human Resources &
Organizational Effectiveness