

Equity, Diversity & Inclusion (EDI) Implementation Plan 2018-2023

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

Lead: Nancy Simms, Director, Human Rights, Equity and Diversity; **Co-Lead:** Ian Crookshank, Dean of Students

Description of the Initiative: Use a multi-pronged approach that will lead to concrete, measurable outcomes of equity, diversity and inclusion infusion throughout the College.

#	Milestones	Years	Deliverables	Status	Lead Responsibility	Key Stakeholders ¹			
1	EDI Leadership	18-19	- Coordinate small working group to develop criteria and Call for Membership for EDI Taskforce	Completed	EDI Taskforce Lead	<u>Responsibility</u> EDI Taskforce			
		18-19	- Establish an EDI Taskforce to lead the development and implementation of the institutional EDI framework and strategy (Terms of Reference, Training for members)	Completed	EDI Taskforce Leads	Centre for Human Rights, Equity and Diversity			
		18-19	- Elicit feedback from College to refresh institutional definitions for equity, diversity and inclusion	Completed	EDI Taskforce Lead	<u>Accountable</u> EDI Taskforce Leads EDI Taskforce Executive Sponsors			
		18-23	- Coordinate the delivery of EDI Leadership capacity-building sessions to senior leaders across the College (EAC, Executive Team)	Ongoing	EDI Taskforce Lead	<u>Consulted/Informed</u> Humber Senior Leadership			
		18-23	- Provide continued leadership on key strategic EDI initiatives	Ongoing	EDI Taskforce Leads	Humber Community			
2	Assessment and Current State Analysis	18-19 Ongoing 20-23	Establish Current State:	Completed Completed In-progress	EDI Taskforce Lead & Advisor, Human Rights, Equity & Diversity	<u>Responsibility</u> EDI Taskforce Centre for Human Rights, Equity and Diversity ESR Consultant			
			<u>Employees:</u>			- Reestablish Humber's Employment Equity Program	Completed	EDI Taskforce Co-Lead	<u>Accountability</u> EDI Taskforce Leads EDI Taskforce Executive Sponsors
			- Collection and analysis of workforce demographic information			Completed			Humber Academic Leadership
		- Conduct Employment Systems Review (ESR) (Humber policies, practices, systems and programs) and specify measures to be taken to eliminate employment barriers							
19-20	<u>Students:</u>	- Coordinate with the current state analysis being completed by Institutional Planning and Analysis							
			- Review data and analysis for potential inclusion in EDI framework						

¹ **Responsibility:** The Faculties, departments, and/or working groups responsible to complete activities and do the actual work.

Accountability: The individual(s) who will ensure the activity is completed and will approve the work that is done. The accountability for all EDI Taskforce activities rests with the EDI Taskforce Leads.

Consulted: The individual(s), Faculties, and/or departments that will act as an advisor for the activity, often because they are a subject matter expert, or the activity directly or indirectly impacts them.

Informed: The individual(s), Faculties and/or departments that will be kept up to date on the completion of the activity.

Humber EDI Implementation Plan

#	Milestones	Years	Deliverables	Status	Lead Responsibility	Key Stakeholders ¹
4	Implementation of EDI initiatives	20-23	- Dependent on institutional EDI framework & strategy and implementation planning	In-progress	EDI Taskforce Leads & Project Manager	<u>Responsibility</u> EDI Taskforce (to provide oversight) Centre for Human Rights, Equity and Diversity <u>Accountability</u> EDI Taskforce Leads EDI Taskforce Executive Sponsors <u>Consulted/Informed</u> Humber Senior Leadership Faculties & Departments Humber Community (College-Wide) Employees from equity-seeking groups Students from equity-seeking groups
5	Evaluation and Reporting	19-23	- Utilize established metrics to monitor EDI outcomes - Establish reporting process and mechanism - Produce a final report for the Humber community		EDI Taskforce Leads & Project Manager	<u>Responsibility</u> EDI Taskforce <u>Accountability</u> EDI Taskforce Leads EDI Taskforce Executive Sponsors <u>Consulted/Informed</u> Humber Community