

April 26, 2021

Ena Chadha, LL.B., LL.M.
Chief Commissioner
Ontario Human Rights Commission
180 Dundas Street West, Suite 900
Toronto ON M7A 2G5

Attention: Ena Chadha, Chief Commissioner

The Humber College Institute of Technology and Advanced Learning and the University of Guelph-Humber (hereafter referred to as “Humber” or “the College”) is committed to fostering a respectful and inclusive culture in which all members of the College community study, work and live free from discrimination and harassment.

Equity is one of Humber’s core institutional values and we are committed to advancing equity, diversity and inclusion (EDI) throughout all of our programs and service delivery. The information below provides an overview of a number of the actions we take to create and sustain an equitable and inclusive learning and working environment for all.

Humber’s Centre for Human Rights, Equity & Inclusion

The Centre for Human Rights, Equity & Inclusion (the Centre) provides human rights and equity programs and services to the Humber community. All Centre initiatives integrate a holistic framework that extends beyond binaries and addresses the simultaneity of the individual’s identities and experiences. This intersectional and integrative approach grounded in a practice of care is woven throughout the Centre’s service delivery.

1. HUMAN RIGHTS RELATED LEGISLATION AND POLICIES

The Centre leads and coordinates Humber’s legal compliance with the Ontario [Human Rights Code](#), [Accessibility for Ontarians with Disabilities Act](#), the [Anti-Racism Act](#), the [Employment Equity Act](#), the [Occupational Health and Safety Act](#), and the [O. Reg. 131/16: Sexual Violence At Colleges And Universities](#). These legislation informed the development of Humber’s Human Rights related policies including its [Human Rights Policy and Complaints Resolution Procedures](#).

The Centre is mandated to prevent and respond to all allegations related to: (i) discrimination and harassment violations based on any of the 17 prohibited grounds identified in the Ontario *Human Rights Code* and (ii) workplace harassment as defined in the *Occupational Health & Safety Act*. The Centre provides timely complaint resolution, early intervention, mediation and workplace restoration. To ensure our duty to investigate, Humber has implemented a number of policies and practices that satisfy the following six (6) criteria outlined by Ontario Human Rights jurisprudence:

1. **The response must be prompt:** Human rights investigations are conducted in a timely manner by Humber's Centre for Human Rights, Equity & Inclusion. The Centre has committed to responding to all communications regarding human rights complaints within 48 business hours.
2. **There must be organizational awareness that the conduct complained of is prohibited:** Employees are made aware of Humber's Human Rights Policy and Complaint Resolution Procedures through the mandatory human rights training offered by the Centre. Employees are required to refresh their training every three years. Additionally, the Centre offers human rights training to students throughout the academic year. The Centre uses multiple modes of communication to inform the Humber community of ways to address human rights-related concerns.
3. **The matter must be dealt with seriously:** The Centre responds to all complaints seriously, either through early intervention, mediation and/or a formal investigation process.
4. **There must be a complaint mechanism in place:** Humber's Human Rights Policy and Complaint Resolution Procedures has existed since the 1990's and is renewed every three (3) years or when a related legislation is updated in Ontario. The Human Rights Policy provides a comprehensive mechanism for addressing complaints involving Humber employees and students. Humber's Code of Student Community Standards provides a comprehensive mechanism for addressing student-on-student complaints.
5. **The organization must act so as to provide a healthy environment:** Humber makes great effort to build a Healthy and Inclusive Community for all students, faculty and staff. This is evident in many of its programs and services, including the following:
 - Humber was the first college to adopt the [Okanagan Charter](#)
 - Humber's has established a Campus Culture program to cultivate an inclusive campus climate that fosters wellbeing and a sense of belonging for all students and employees.
 - Humber Learning Outcomes include a focus on helping learners develop mindsets related to both sustainability and EDI, preparing them for complex situations and interactions in workplaces and communities.
6. **The organization must communicate its actions to the complainant:** The Centre and the Office of Student Conduct provide all complainants and respondents a closure document that includes the College's actions.

2. HUMBER'S EDI FRAMEWORK AND STRATEGY

As per the College's [2018-2023 Strategic Plan](#), we are establishing and implementing an Institutional EDI Framework and Strategy that addresses the needs of both students and employees who identify as Indigenous Peoples and members from equity-deserving groups. To achieve this strategic priority, an [EDI Taskforce](#) was established that is comprised of 60 members reflecting students, faculty, staff, alumni, community and industry partners.

An approved [Implementation Plan](#) comprising of four program areas and five streams with key deliverables guides the work of the EDI Taskforce. The program streams are: Access & Equity; Students and Employees; Curriculum and Programs; Campus Culture; and College-Wide Communication and Engagement Strategy. In consultation with Humber's Indigenous Education & Engagement Department, Indigenous Ways of Being, Knowing and Doing (IWBKD) has been braided throughout the framework and strategy. Through a consultative and collaborative process, members of the EDI Taskforce utilized an intersectional lens in developing a draft Institutional EDI Framework and Strategy that is currently in the approval phase.

Regular communications about the Taskforce's work are shared through multiple channels with the Humber community and a dedicated EDI Town Hall was held earlier this academic year to share information and provide employees the opportunities to ask questions. A number of public President's Statements on EDI-related issues have been shared with students and the broader community over the past year.

3. EDI AND ANTI-RACISM CAPACITY BUILDING

Every year, the Centre offers a robust set of human rights and equity education and training to students, faculty and staff to build internal EDI and anti-racism capacity. The College invites other post-secondary institutes at the local and national level to attend these training session so as to support greater EDI systemic changes in the postsecondary sector. During the 2020/2021 academic year, the Centre offered over 85 [education and training workshops](#) to the Humber community that examined a variety of human rights-related topics, including anti-Black racism, anti-Asian racism, anti-Brown racism, racial discrimination, gender and sexual diversity, and ableism.

In September 2020, Humber's Indigenous Education & Engagement Department launched the College's first Truth and Reconciliation cultural awareness training, entitled *4 Seasons of Reconciliation*. This training is being offered to all Faculties, departments and leaders across the College.

Humber's Resources for Indigenous Peoples and Equity-Deserving Groups

Humber College has developed a number of programs to support and build capacity for students and employees who identify as Indigenous Peoples and members of equity-deserving groups. Below is a list of the programs:

- [The Indigenous Education and Engagement](#) (IE&E) works in partnership with regional Indigenous communities to ensure Indigenous students are supported and connected to their learning environment - academically, culturally and socially.
- [The Black Academic Success and Engagement](#) (BASE) provides students who identify as Black, African, and Caribbean with community, resources and support to help them fully maximize on their campus experience.
- [The LGBTQ+ Resource Centre](#) promotes safer, braver, positive spaces at Humber and offers a dedicated space at both the North and Lakeshore Campuses.

- [The ASD Social Group](#) provides support to students who identify as living with Autism Spectrum Disorder (ASD).
- [The Black/African Employee Resource Group](#) enhances the employee experience by increasing engagement and support the building of community for Black/African people.
- The [2SLGBTQ+ Employee Resource Group](#) fosters and advances an inclusive, accessible, intersectional, and affirming campus for 2SLGBTQ+ communities.

Humber's commitment and work to advance human rights, equity, inclusion and belonging is ongoing. We place students at the centre of all that we do. As such, we take our obligation to foster a respectful and inclusive learning environment to facilitate student success seriously. We also have an obligation to our employees and community members who make critical contributions to building an equitable and inclusive environment for all learners through their knowledge, actions and lived experiences.

Humber College looks forward to hearing more from the Ontario Human Rights Commission on its findings and best practices.

Sincerely,



Chris Whitaker
President and CEO