



LEAD TRANSFORM DIFFERENTIATE

2021/2022 ANNUAL REPORT

Approved by the Board of Governors May 25, 2022

Humber Tomorrow

Strategic Priorities
and Actions

Spring 2021

FROM THE PRESIDENT

In 2021/2022, Humber delivered on its Strategic Plan commitments and transformed the learning and working environment to meet the needs of learners, employees, and community and industry partners.

In response to the rapid social, economic, and technological change brought on by the pandemic, Humber reinforced its commitment to excellence in global polytechnic education in a paper entitled *Humber Tomorrow*. Faculty and staff were engaged in consultations to consider the implications for the future of education and discuss ways of accelerating new and responsive teaching, learning and service delivery approaches.

Over the past year, Humber also expanded its degree and continuous professional learning offerings, and provided new, virtual work integrated learning opportunities. For example, students were engaged in more than 650 capstone projects with leading industry and community partners through our Centres of Innovation (COIs) Network to solve complex problems and cultivate their creativity, innovation literacy, and professional networks.

We cemented our status as a research institution as we rose to second-place on Canada's Top 50 Research Colleges and first place amongst colleges in Ontario. To advance research excellence and our commitment to truth and reconciliation, Humber has undertaken the development of community-specific ethical guidelines and protocols that support the strengths, needs, and aspirations of Indigenous learners, families, and communities.

Our achievements over the past year were made possible with the support of our Board of Governors, executive team, staff, learners, and industry and community partners whose dedication and innovation have enabled Humber to meet our shared goals. I offer them my sincere gratitude.



Chris Whitaker
President & CEO



HONOURING OUR INDIGENOUS ROOTS

Humber College is located within the traditional and treaty lands of the Mississaugas of the Credit. Known as Adoobiigok, the “Place of the Alders” in Michi Saagiig language, the region is uniquely situated along the Humber River Watershed, which historically provided an integral connection for Anishinaabe, Haudenosaunee, and Wendat peoples between the Ontario Lakeshore and the Lake Simcoe / Georgian Bay regions. Now home to people of numerous nations, Adoobiigok continues to provide a vital source of inter-connection for all.

Indigenous Cultural Marker - Anishinaabeyaadiziwin Miikana.
Barrett Centre for Technology Innovation,
Humber College, North Campus

HUMBER AT A GLANCE

206*

Full-time programs

35 Degrees

84 Diploma/Advanced diplomas

24 Certificates

53 Graduate certificates

10 Apprenticeships

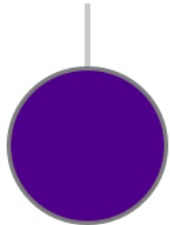
95% of graduates would recommend Humber

100% of employers believe Humber's graduates are well-prepared for work

83% of graduates were satisfied with the quality of instruction they received in their program

24,031

Full-time students



5,765

Full-time International students



554

Micro-credentials awarded



10,000

Graduates annually



26,155+

Continuous professional learning students



1,541

Apprenticeship students



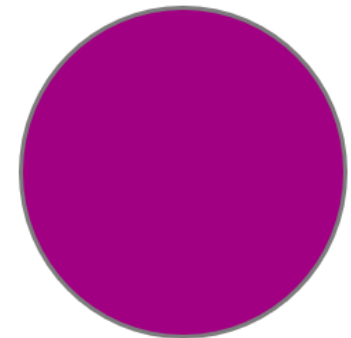
32,793

Real Estate Education students



291,000+

Alumni



* Number based on the full-time funded program offerings from 21/22

VISION

Transforming postsecondary education through global, polytechnic leadership.

MISSION

Humber develops global citizens with the knowledge and skills to lead and innovate.

VALUES

Courage

We are bold in charting a new course in high quality education.

Innovation

We drive innovation and creative enterprise.

Equity

We cultivate an environment where all individuals can achieve their full potential.

Health & Well-being

We nurture the health and well-being of our communities.

Sustainability

We preserve our collective future.

OUR STRATEGIC PRIORITIES

 Career-Ready Citizens
  Accessible Education
  Healthy & Inclusive Community

1

Transform education by creating opportunities for all students to participate in meaningful experiential learning, with a focus on work-integrated learning and applied research.

2

Establish strong, sustainable collaborations with industry, community, international and alumni partners that create unique learning experiences for our students and reciprocal benefits for our partners.

3

Lead in the development of programs, credentials and pathways that enhance student choice, mobility and access to higher education.

4

Empower students by transforming the learning environment to offer more choices in how, what, when and where they learn.

5

Expand and enhance Indigenous programming, methodology, research, practice and delivery.

6

Optimize student success by embedding health and well-being into all aspects of campus culture.

7

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

8

Provide national leadership in developing sustainable campuses.

THE 2021/2022 ANNUAL REPORT

As Humber navigated the rapid social, economic, and technological change during the fourth year of its 2018-2023 Strategic Plan, cross-college consultations identified priorities for the final years of the plan. Referred to as *Humber Tomorrow*, this process involved focused reflections through virtual forums and data collection to better understand how Humber and its learners have responded and adapted to the fluctuating environment. We assessed and repositioned our initiatives and activities for 2021/2022 and 2022/2023 to strengthen the college and respond to the changing needs of our diverse learners. We further focused on priorities and actions that accelerate new and responsive approaches to teaching, learning and service delivery.

This annual report emphasizes those areas as it details our progress against the 2021/2022 Business Plan. Information presented is aligned with the strategic priorities and the three pillars of the Humber College 2018-2023 Strategic Plan:

Pillar 1: Career-Ready Citizens

Pillar 2: Accessible Education

Pillar 3: Healthy & Inclusive Community

Humber's achievements related to its people, processes and infrastructure in 2021/2022 are identified in the final section on Foundations: The 21st Century Institution.

2021/2022 ACHIEVEMENTS

Pillar 1

CAREER-READY CITIZENS

It is critical that we prepare our students to succeed in a global, knowledge-based economy that is technology-driven and changing at an unparalleled rate. These changes have disrupted the nature of work and are putting pressure on the knowledge and skill requirements of the labour market. Humber is addressing these challenges with a dynamic blend of academic and experiential programs that deeply engage students in their learning and empower them to think critically, make bold choices and become leaders of change.

Providing world-class, technology-rich teaching and performance spaces

In the spring of 2021, Humber broke ground at its Lakeshore Campus as it began construction of the Humber Cultural Hub (HCH). The college's most ambitious capital development project to date, this creative 360,000 sq. ft. focal point will be built to the highest standards of sustainability to provide world-class, technology-rich teaching and performance spaces for Humber and the creative and performing arts community.

Equipped with a 500 seat multi-disciplinary performance hall, 140-seat recital hall and professional-quality music, film, TV, multimedia equipment and training facilities, the building will spark student creativity and provide a unique venue for inspiration and networking with industry and community leaders. With the growing demand for skilled talent in the creative arts sector, the HCH will provide a space for unmatched talent development and sourcing. In addition to its sector impact, it will deliver important economic benefits to local communities by attracting businesses and creating jobs.



Connecting theory to practice

Work Integrated Learning (WIL) is a hallmark of polytechnic education. In 2021/2022, the college developed its first quality assurance framework for WIL addressing elements such as supervision, authenticity, reflection and preparation processes. Divided into four domains - Student Experience, Planning and Design, Humber Requirements and Host Engagement - the framework includes both WIL standards and success indicators.

Humber Faculties adapted to the current environment by offering students flexible work integrated learning across Canada and the world that included full- and part-time, in-person and remote or virtual experiences. The locations of work integrated learning ranged from small, medium, and large companies and organizations to freelance, entrepreneurships, and post-secondary institutions, including Humber. They also varied by position, such as apprenticeships, applied research and project-based work. To further support these placements, the college offered students mentorships, coaching, and networking events to broaden their professional connections and future work possibilities.

Additionally, Humber secured over 600 bursaries that enabled students to access paid WIL placements. This funding was provided by a federally funded Student Work Placement program, administered by the non-profit Magnet, that reimburses employers for up to 75% of work placement costs. Bursary decisions are made on a first-come-first-served basis, with students required to demonstrate financial need and verify unpaid WIL placement.

Ontario's top research college

Humber continues to be a leader in industry research. Initiatives conducted through its Centres of Innovation, like the Barrett Centre for Technology Innovation's Advanced Manufacturing Skills Consortium, are facilitating partnerships with companies and creating learning opportunities for students, faculty and industry that focus on determining solutions to real-world challenges. Last year, the college cemented its status as a national research leader, rising to a second-place ranking for Canada's Top 50 Research Colleges and to the top among colleges in Ontario as published by Research Infosource Inc. Humber is recognized for its support to social innovation research focused on community development, building partnerships with community organizations, developing solutions to systemic issues, and linking Humber students with industry and community partners. In 2021/2022, Humber students participated in over 650 industry capstone projects across the COI Network.

Two of the innovative initiatives that took place this year included the Affordable Housing for All and the 3D Landfill Modelling projects. The Affordable Housing for All project examined obstacles faced when accessing affordable housing and determined a baseline of housing affordability. Humber and its partner LAMP Community Health Centre are identifying measures to inform affordable housing development and decision-making through policy change.

The 3D Landfill Modelling project is a partnership with DGI Geoscience that developed a fast, cost-effective alternative to traditional time-consuming and expensive 3D landfill modelling methods. Their approach simulates the landfill's behaviour, showing the interaction between landfill gas and contaminated groundwater moving through the landfill, thereby enabling closer monitoring and assessment of public and environmental risk.

2021/2022 ACHIEVEMENTS

Pillar 2

ACCESSIBLE EDUCATION

As students increasingly juggle work, family and financial responsibilities, their learning needs and expectations are changing. Conventional models of higher education no longer satisfy these needs and are leaving many students behind. In response to this growing reality, Humber is transforming the educational landscape by pioneering exciting, new approaches that will give students more choice and flexibility in their learning. We are leading the way to a future where higher education is accessible to all.

International Graduate School

The Humber International Graduate School (IGS) continued to grow its graduate-level program offerings for international students by offering seven full-time programs in 2021-2022:

- Financial Planning;
- Business Insights & Analytics;
- Insurance Management, Property & Casualty;
- Research Analyst;
- Human Resource Analyst;
- Enterprise Software Development; and
- Information Technology Solutions.

In addition, the IGS introduced several continuous and professional learning programs including 3D Modelling & Visual Effects Production, Graphic Design for Print & Web, and Web Design & Development.

The IGS launched a Career Mentorship Program in the winter 2022 term which aims to support students approaching graduation to make a successful and informed transition into the Canadian workforce. Through the program, students will expand their professional networks as they explore how their personal, professional and academic backgrounds relate to their chosen industry or occupation. Industry mentors will offer students guidance and insight to assist them in fulfilling their personal and professional development goals.

Expanding our credential mix

To add to its polytechnic credential offerings, Humber offered several new credentials this year.

In September 2021, the Bachelor of Engineering degrees launched to help fill the skills gap created by the ongoing automation of traditional manufacturing and industrial practices using modern smart technology. The degrees include Bachelor of Engineering, Information Systems Engineering; Bachelor of Engineering, The Built Environment; and Bachelor of Engineering, Mechatronics. The Mechatronics degree is a collaboration with Sault College and will offer students in northern Ontario the opportunity to pursue this in-demand career while living close to home. The programs leverage Humber's facilities, resources and technologies as living labs to inspire and enhance their learning experiences, including the Arboretum, the Barrett Centre for Technology Innovation, Humber's database centre, and the new parking structure.

In Fall 2021, Humber's Bachelor of Science, Nursing launched as the college's first independent nursing degree program. With more than fifty years of experience preparing students for successful careers in the health sector, this four-year program focuses on nurses' roles in community and public health, primary health care, long term care and acute care settings. Key features of this degree include small class sizes, a leading-edge simulation centre, bioscience and anatomy labs, and an array of clinical placement opportunities from across the Greater Toronto Area.

Humber also introduced its Ontario Graduate Certificate in Retirement Home Management and an honours Bachelor of Social Sciences, Addictions and Mental Health.

Responding to the needs of the changing learner

To meet the growing demand for Continuous Professional Learning (CPL) within the ever-changing industry and employment markets, Humber developed a CPL strategy to support the ongoing process of developing, maintaining, and recognizing professional skills. Aligned with Humber's program and discipline areas of strength and leveraging the Centres of Innovation (COIs) Network, the new professionally developed, high-quality certificates and courses focus on the needs of non-traditional learners and the workforce of the future.

With the completion of a micro-credential strategy in 2020/2021, the college developed and implemented a quality assurance process for micro-credentials and added several new offerings:

- Underwriting & Adjudicating Mortgage Files;
- Mortgage Documentation & Compliance Management;
- Exploring Mechatronics;
- Accessibility for Digital Content Creators;
- Accessibility for Digital Designers;
- Basic Robotics Training;
- Essential Digital Skills for the Workforce I and II;
- Critical Thinking; and
- Communicating with Influence.




Centering interconnectedness in professional practice

Humber launched a new Indigenous Education Plan (IEP) based on Mino nawendiwin - Good Relationships. Recognizing the interconnectedness between all beings, it aims to integrate Indigenous epistemologies into professional practice and into the college's academic and operational activities. The plan also focuses on promoting the recruitment, retention and success of students and employees of Indigenous ancestry and supporting Indigenous students in maintaining their cultural identity as they pursue their educational goals.

The college continued its multi-year initiative of building Truth and Reconciliation training into academic programs through immersive learning and connecting historical experiences with current realities, including one's own role and responsibility in reconciliation.

Finally, the college commenced the development of community-specific ethical guidelines and protocols that support the strengths, needs, and aspirations of Indigenous learners, families, and communities.



Indigenous Cultural Markers,
Humber College's
Lakeshore campus

2021/2022 ACHIEVEMENTS

Pillar 3

HEALTHY & INCLUSIVE COMMUNITY

Transforming education is a powerful vision that must be anchored in the strength of our people. As we strive to reach our strategic goals, we understand that true innovation will be shaped by the unique perspectives and contributions of our diverse campus communities and that well-being has a profound effect on achievement and engagement, particularly in times of great change.

Building our health and wellness roadmap

Building on our knowledge that achieving professional and educational goals requires a nurturing environment, Humber established the Healthy Campus Framework and Strategy. The plan's first two interrelated dimensions seek to increase student access to a diverse range of resources that support their physical and mental health and well-being. Initiatives will include a focus on campus culture given its impact on a student's sense of belonging.

The third dimension seeks to reduce systemic economic barriers to Humber's programs and services. Key initiatives include developing and enhancing institutional policies and programs that improve food security and mitigate financial barriers. The final dimension aims to increase meaningful connections between students and the campus community through enhancements to campus infrastructure and opportunities to engage with one another.



Creating a system of equitable and inclusive practices

Recognizing that building equity, diversity and inclusion (EDI) requires intentional focus and commitment, the college undertook several key initiatives this year to strengthen our institution's ability to create a system of equitable and inclusive practices. Some examples of these activities include:

- A review of all employment systems, policies and practices to identify barriers to the full employment of Indigenous and equity-deserving groups by occupational group or category.
- Continued implementation of Employee Resource Groups (ERGs) that bring together individuals who share common interests, backgrounds or demographic factors, such as gender, race or ethnicity.
- The creation of an Equity, Diversity and Inclusion curriculum toolkit to assist with the integration of EDI into curricula and promote programs and services for students from equity-deserving groups.
- Continued education and training in equity, diversity and inclusion, and Indigenous Ways of Being, Knowing, and Doing to increase the capacity of employees to advance an inclusive Humber culture where employees and learners feel a sense of belonging.

2021/2022 ACHIEVEMENTS

Foundations

THE 21st CENTURY INSTITUTION

As we move boldly forward with our strategic plan over the next five years, a strong foundation of financial and institutional stability will be integral to our success.

Redefining “the campus” experience

Transforming the student experience, enhancing learner access, and supporting community innovation are the central tenets of Humber’s Digital Campus Plan. This year, the college focused on enabling staff and students to easily work, learn, and collaborate onsite and from anywhere in the world, through several technology and services investments.

To support accessible learning, Humber transformed the educational environment for its non-postsecondary (NPS) learners’ as they seek to upskill and reskill through Continuous Professional Learning. The Flexible Registration Project focused on the implementation of NPS policies and procedures, while delivering a new registration system. The new system offers learners a user-friendly self-serve shopping and registration experience. Its enhanced built-in payment processing simplifies transactions and enables corporate clients to access their own “branded” portal to view their course offerings, register their employees, and pay invoices.

To provide a space for Humber faculty, students and industry and community partners to showcase their latest innovation and obtain advice on digital solutions to academic and business challenges, Humber launched the TechZone. Centrally located in North Campus across from the bookstore, it replaces the IT Support Centre counter and expands Humber’s information technology services.

Humber and the University of Guelph-Humber introduced the virtual ONECard, a transformative initiative designed to consolidate many on-campus solutions into a single digital app that is both easy-to-use and secure. Serving as an official identification that provides students with access to campus services, it can also be used as a payment method to purchase on-campus products and services.



THE
TECH
ZONE

The Tech Zone,
Humber College, North Campus

THE EXECUTIVE TEAM

Chris Whitaker, President and CEO

Gina Antonacci, Senior Vice-President, Academic

Jason Hunter, Vice-President, Students and Institutional Planning

Kelly Jackson, Vice-President, External Affairs and Professional Learning

Lori A. Diduch, Vice-President, Human Resources and Organizational Effectiveness

Sanjay Puri, Vice-President, Administration and CFO

Scott Briggs, Vice-President, Digital Innovation and CIO

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