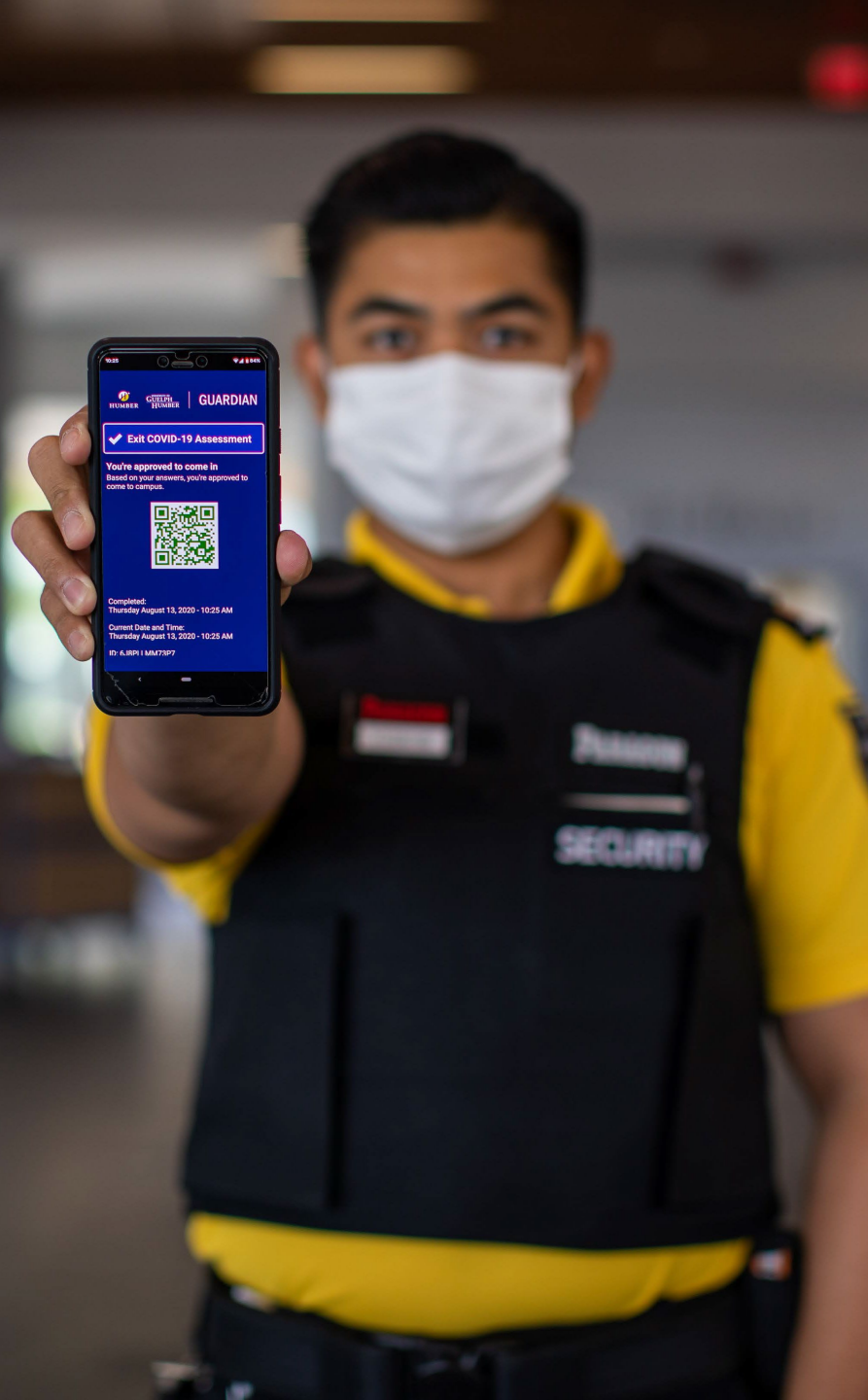




LEAD TRANSFORM DIFFERENTIATE

2020/2021 ANNUAL REPORT

Approved by the Board of Governors May 26, 2021



FROM THE PRESIDENT

In the midst of a global pandemic with its sweeping repercussions for the post-secondary education sector, Humber forged ahead to deliver on its commitments in year three of the 2018-2023 Strategic Plan. Our courage and pioneering spirit further cemented our role as a global leader in polytechnic education.

Humber and its community partners pivoted quickly to respond to the immediate needs of students and staff in the wake of COVID-19. As learning and service delivery moved largely online, an array of leading-edge, technology-rich teaching and working tools and resources were offered to support the transition. Faculty, staff and our industry partners came together to create new, virtual work integrated learning and applied research projects to prepare learners for careers in their chosen fields.

Recognizing that the pandemic was also creating financial hardships for many of our students, Humber employees, partners and the student union IGNITE rallied together to offer a record number of new scholarships and bursaries. More than \$800,000 was raised to support students in need.

Over the last year, Humber has made important contributions to strengthening Ontario's economy and workforce. Through the development of micro-credentials, unemployed and underemployed learners can acquire skills and competencies that position them for new careers and increase their competitiveness in the labour market.

The unwavering dedication and flexibility demonstrated by our Board of Governors, executive team, staff, students, and industry and community partners enabled us to achieve our shared goals during this unprecedented time. Thank you – you are an inspiration to us all.



Chris Whitaker
President & CEO





**Indigenous cultural marker:
Gabekanaang-ziibi "leave
the canoes and go back"
Humber College,
Lakeshore campus**

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.

HUMBER AT A GLANCE

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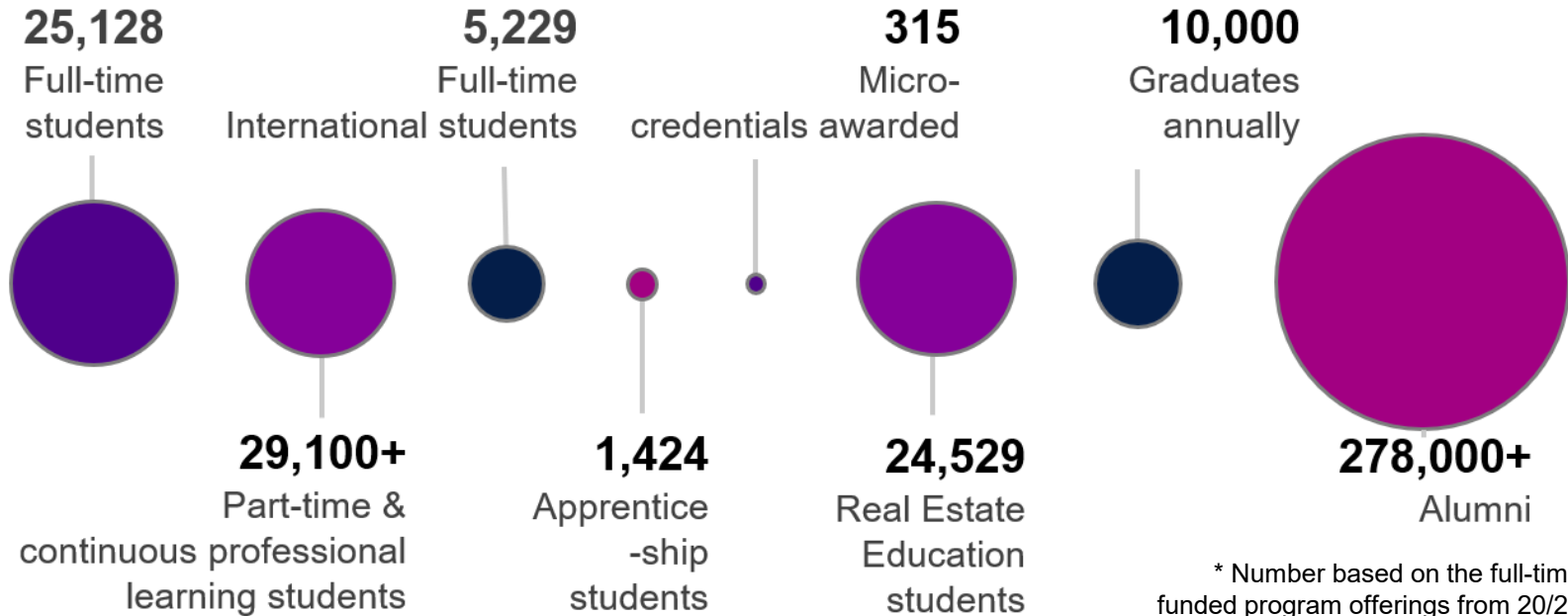
Full-time programs

- 28** Degrees
- 86** Diploma/Advanced diplomas
- 22** Certificates
- 49** Graduate certificates
- 9** Apprenticeships

95% of graduates would recommend Humber

90% of employers believe Humber's graduates are well-prepared for work

87% of domestic graduates are employed within 6 months of completing their studies at Humber



* Number based on the full-time funded program offerings from 20/21

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 2020/2021 ANNUAL REPORT

This annual report details our progress against the 2020/2021 Business Plan and 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 2020/2021 are identified in the final section on Foundations: The 21st Century Institution.



2020/2021 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.


Catalyst for creative leaders

The importance of developing skills and talent in the arts and culture has never been more apparent than throughout this last year of social isolation and the pandemic. As part of its long-standing commitment to the arts, Humber embarked upon the transformation of its Lakeshore Campus into the Humber Cultural Hub. Built to the highest standards of sustainability and with the engagement of the community that will enjoy it, the Cultural Hub will be a catalyst for building and connecting the next generation of artistic, cultural and creative leaders as they generate world-class film, media, and performance. The college is poised to commence construction in the spring of 2021.



Rapid innovation and transformation

Connecting theory to practice is a hallmark of Humber's polytechnic education. To deliver on its promise to provide high quality work-integrated learning experiences during the pandemic, the college worked with its internal and external partners to create dynamic, virtual projects that resulted in unique opportunities for students. Some of their experiences included emergency response support to Torontonians living without shelter and assisting elementary and high school students' transition to online learning through initiatives focused on the use of social media and positive mental health. Other students helped Humber to respond to the pandemic by re-designing college spaces to accommodate physical distancing while learning and working in the "new normal".



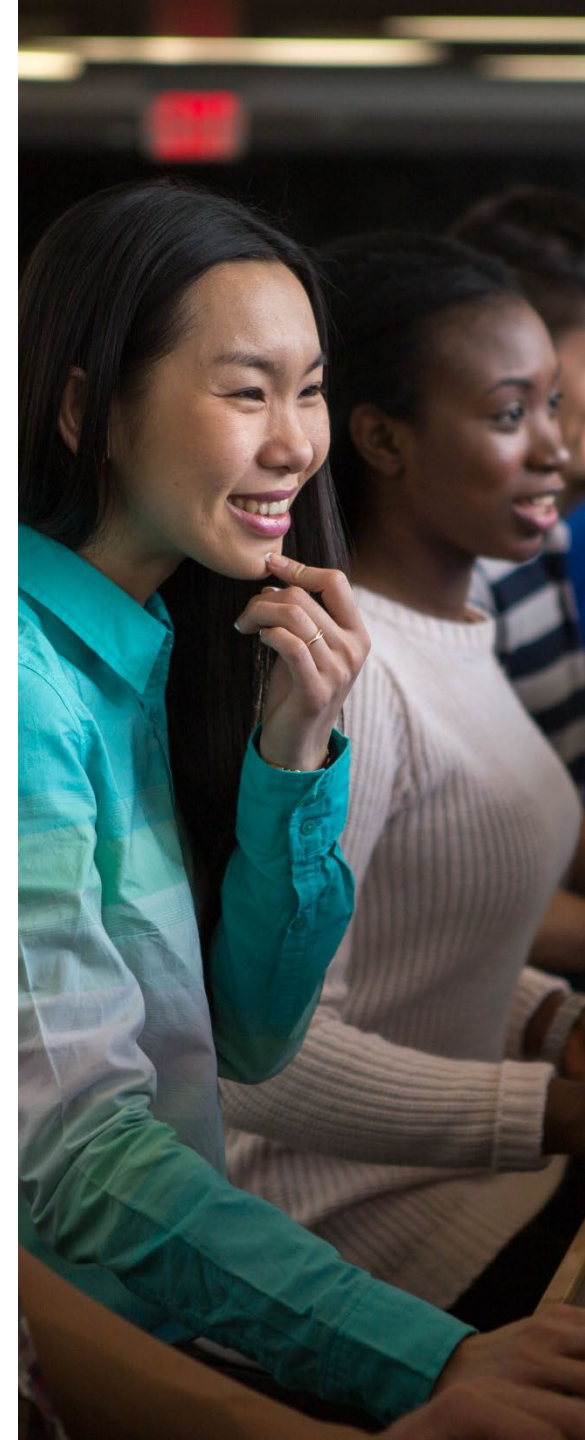
Faculty of Applied Sciences and Technology lab space Server Core re designed by Humber College's Interior Design students in 2020

Driving innovation and research

In 2020, Humber was proud to be recognized as a national research leader. We climbed fourteen levels in Canada's Top 50 Research Colleges in two years, landing sixth in the overall ranking, first in research partnerships, and third for industry research income. Our Centres of Innovation have been key to this success as we leveraged our industry partnerships, state-of-the-art technology, and the ingenuity of our employees and students.

In addition, Humber's support to student research through funded internships and work-integrated learning resulted in the college ranking fifth in paid student researchers.

In partnership with Innovation360, Humber became the sole Canadian educational provider of an innovation management and analytics system. Used to drive alternative sources of revenue in addition to ongoing research in innovation management and open innovation platforms, this world-leading technology will enable the college to expand its own innovation processes, track them against major world innovators, and engage our partners and students in industry-shaking disruptions.



2020/2021 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.

Enhancing graduate education

In response to the increasing demand for graduate education from international students, the Humber International Graduate School (IGS) opened its virtual doors in downtown Toronto amidst Canada's financial services hub and one of North America's most dynamic tech sectors. With its unique global classroom experience that provides career-focused education, the Humber IGS offered four Ontario Graduate Certificates and provided students with connections to Canadian employment opportunities.

Humber launched the Cloud Computing graduate certificate program in January 2021 to fill a skills gap in this growing field. This first-of-its-kind program covers a breadth of cloud computing topics and is geared towards learners from various information technology backgrounds. Fully online, the program covers advanced topics such as cloud solution architecture, security, automation, and big data. It exposes students to areas such as containerization, virtualization, data storage and security, and automation.

Humber also launched its Health Sector Regulatory Compliance graduate certificate in January 2021 to train professionals who monitor the safety of products and business processes. This program prepares students for careers in pharmaceuticals, medical devices, biological and genetic therapies, natural health, agriculture and food products, cosmetics and toiletries, and cannabis products. Through their practicum, students gain hands-on experience in product development audit, and manufacturing and supply chain processes.

Expanding mobility through partnership

Recognizing the increasing demand for mobility between post-secondary programs, Humber enhanced its suite of unique and career-focused pathways that recognize a student's previous education and provide opportunities for further studies. More than 270 new pathways are currently in development.

More than 200 of these pathways are the result of the Humber-Seneca Polytechnic Partnership. The agreement between the colleges commits to expanding learning opportunities for students beginning, continuing or completing their postsecondary education with either institution. Opportunities to transition from a diploma to a degree program are offered in business, public safety, mental health, data science and analysis, and interdisciplinary studies.



Answering the call for skills

The displacement of workers in the wake of COVID-19 resulted in the fast-tracking of micro-credentials to help unemployed and underemployed workers develop new skills and ensure career resiliency. With a micro-credential strategy already in development, Humber moved quickly to undertake several initiatives including those focused on digital fluency and advanced manufacturing.

The digital fluency micro-credentials stem from a project funded by the Future Skills Centre and a collaboration with industry and community partners from across multiple sectors. They are designed to develop digital skills necessary for employment related to problem-solving, communication, ethics and security awareness, and data collection, interpretation and analysis.

Supported by the Ontario government's RapidSkills projects, and created with employers and leading industry experts, Humber's advanced manufacturing micro-credentials prepare workers for advancement and employment in the automotive sector. These micro-credentials provide learners with skills enabling them to move into new careers while connecting them with industry experts, additional learning opportunities, and like-minded peers.

With a shortage of engineering graduates to fill the available jobs in Ontario, the development and Ministry approval of Humber's Bachelor of Engineering degrees in Mechatronics, Information Systems, and The Built Environment this year will help fill the gap. The Mechatronics degree is a partnership between Humber and Sault College and will prepare students for careers in advanced manufacturing, food, pharmaceutical, energy and healthcare. All three degrees will launch in September 2021.

New Scholarships and Bursaries

Humber and its community rallied together to support students' financial needs and ensure their continued access to post-secondary education.

Faced with job losses as a result of the pandemic, many students, particularly international students, were struggling to continue their education. Humber responded by increasing funding levels for existing scholarships and bursaries and launched the SOS Fund with the support of the college's student union, IGNITE. With generous donations from the Humber community, it surpassed its \$500,000 fundraising goal by more than \$300,000 before year end. New scholarships were also created to support racialized and Indigenous students, recognizing the specific economic barriers they face.



Immersing Indigenous knowledges and cultures into professional practice

A core foundation of Humber's professional practice is the immersion of Indigenous knowledges, pedagogies, and cultural traditions. This year, the college launched 4 Seasons of Reconciliation, a self-paced, transformative and engaging professional development experience for Humber faculty and staff. It is designed to enhance awareness and strengthen the resilience of interlinked systems and processes across all levels of the college. In addition, the college commenced development of micro-credentials that will expand the institution's capacity to deliver curriculum that is culturally responsive and inclusive. These efforts were supported at the student level through the introduction of land-and-culture based experiential learning opportunities which blend Indigenous ways of being, knowing and doing with non-Indigenous knowledges and sciences.



2020/2021 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.

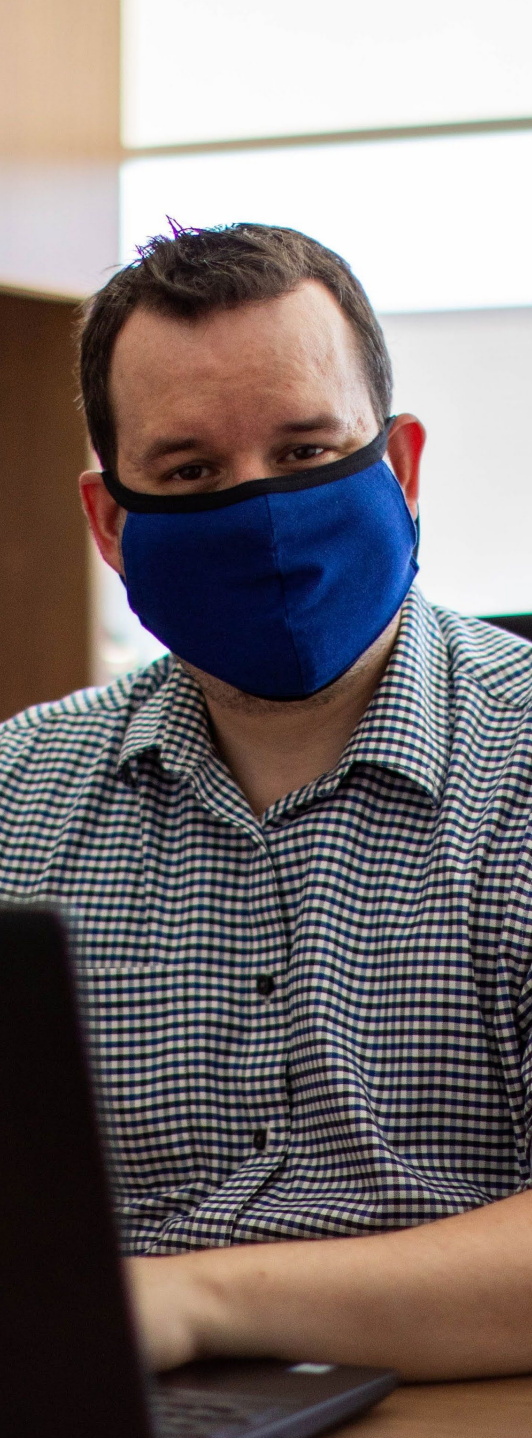
Cultivating a culture of inclusion

Humber strengthened its resolve to make its community more diverse, equitable and inclusive by endorsing the BlackNorth Initiative and signing the CEO Pledge, along with more than 200 other leaders from the private, public and non-profit sectors. By signing, Humber committed to removing systemic barriers that negatively affect the lives of Black persons within its community. The college also endorsed the Dimensions: Equity, Diversity and Inclusion Canada Charter, thereby committing to applying these principles to its policies, practices, and culture.

Along with over 500 employers, Humber accepted the 50-30 Challenge, an initiative between the Government of Canada and Canadian businesses and diversity organizations. The signees agree to strive for gender parity and increase representation of other under-represented groups on their boards and within senior management to thirty percent.

Humber continues to develop its Equity, Diversity and Inclusion (EDI) Framework and Strategy. To support the framework's development, the college conducted EDI management training and launched Employee Resource Groups for Black/African and 2SLGBTQ+ peoples - the first college in Ontario to do so.





Physical access for all

Emanating from an accessibility audit of its facilities and exterior spaces, Humber began implementation of priority level one projects to improve campus usability. The changes to the campus exceed the current building code and help build an inclusive campus. One of the projects involved installing seventy-six alarms in single accessible washrooms across both campuses, providing a direct line to Public Safety in case of emergency.

Supporting our people

As Humber employees moved to remote work, the college developed new processes and policies to guide working and work-life balance during the pandemic. Employees were encouraged to recognize the differential impacts of the pandemic on their colleagues and to support the prioritization of their health and well-being. Recognizing that remote working will be part of Humber's future, a remote work policy was instituted to guide the transition to a blend of on-campus and virtual working experience.

Humber also delivered on its commitment to develop an employee engagement plan that promotes well-being, and a talent roadmap to support the recruitment and retention of its people.

2020/2021 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.

Accelerating the digital campus

Humber pivoted quickly to respond to the immediate needs of students and staff as they transitioned to an online Humber experience in the wake of COVID-19. Online learning and virtual support services were expanded, including enhancements to the college's learning platform that supports online learning, content access and accessibility. Humber also expanded virtual access to a range of software for students including Microsoft 365 and introduced a new virtual computer lab supported by technology from Amazon Web Services.

New easy-to-use digital tools were introduced to support student administrative functions such as the transfer credit process and e-transfer for student aid payments. Students can now easily determine their eligibility for scholarships, bursaries and awards, and promptly receive their funds. A laptop loan program was also launched to support students that depend on access to computers located on campus.

For those requiring an on-campus presence, Humber's digital wayfinding app, Campus Compass, now includes both North and Lakeshore campuses and includes information about on-campus and virtual access to services.



THE EXECUTIVE TEAM

Chris Whitaker, President and CEO

Laurie Rancourt, Senior Vice-President, Academic

Rani K. Dhaliwal, Senior Vice-President, Transformation and Strategic Partnerships

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

Jason Hunter, Vice-President, Students and Institutional Planning

Sanjay Puri, Vice-President, Administration and CFO

Scott Briggs, Chief Information Officer

Kelly Jackson, Associate Vice-President, Government Relations, Marketing, and Communications

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