



LEAD TRANSFORM DIFFERENTIATE

2022/2023 ANNUAL REPORT

Approved by the Board of Governors May 24, 2023

FROM THE PRESIDENT

This year marked the final year of Humber's 2018-2023 Strategic Plan and a culmination of our significant achievements in the face of the challenges brought on by the global pandemic. Over the last five years, Humber transformed the working and learning environment to meet the needs of learners and employees as we evolved to offer flexibility in both educational delivery and work environments.

Our commitment to excellence in global polytechnic education is evident in our expanding credential mix that meets industry and community needs and provides work integrated learning to prepare graduates for their careers. Our industry and community partners gave generously to help us achieve these goals, making post-secondary education even more accessible for a wide array of learners.





Over the past year, Humber continued to foster a culture that advances truth and reconciliation, equity, diversity, and inclusion, and the well-being of our students, faculty, and staff. We initiated an inclusive hiring strategy so that our faculty better mirrors the demographics of our learners and offered educational programs aimed at building good relationships through *Mino nawendiwin* which recognizes the interconnectedness between all beings.

I am grateful to our Board of Governors, executive team, faculty, staff, students, and industry and community partners whose commitment and innovation have enabled us to meet our mutual goals.

Dr. Ann Marie Vaughan
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.



HUMBER AT A GLANCE

210*

Full-time programs

- 36** Degrees
- 90** Diploma/Advanced diplomas
- 23** Certificates
- 52** Graduate certificates
- 9** Apprenticeships

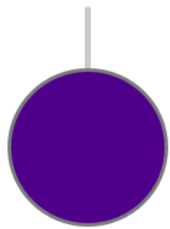
94% of graduates would recommend Humber

100% of employers are satisfied the quality of work with Humber graduates

86% of graduates would recommend their program to someone else

23,776

Full-time students



7,665

Full-time International students



1,315

Micro-credentials awarded



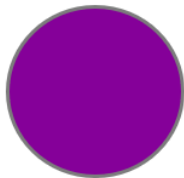
10,397

Graduates annually



14,880**

Continuous professional learning students



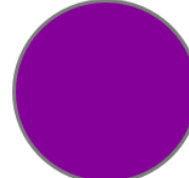
2,030

Apprenticeship students



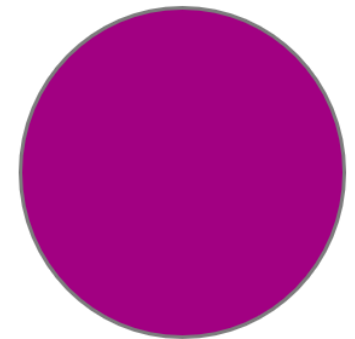
41,937

Real Estate Education students



300,000+

Alumni



* Number based on the full-time funded program offerings from 22/23

** The change in the number of continuous professional learning students from the previous year relates to changes in the classification of programs and credentials..

VISION

Transforming post-secondary 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 2022/2023 ANNUAL REPORT

The 2022/2023 Annual Report details our progress against Humber's 2022/2023 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 2022/2023 are identified in the final section on Foundations: The 21st Century Institution.



2022/2023 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.

Creating the future of teaching, learning and working

A priority for Humber in 2022/2023 was the development and release of two transformative plans that align and build on Humber's 2018-2023 Strategic Plan. Designed to shape innovation in teaching and learning and guide Humber's working environment, the *Academic Plan - Looking Forward* and *The Digital Campus of Tomorrow* are future-focused visions that identify the college's priorities and strategic opportunities for 2023-2026. Developed simultaneously and with close integration, over 1,200 members of the Humber community engaged in their development.

The *Academic Plan* recognizes the changing and critical role polytechnic institutions play in Canada as Humber responds to shifting labour market and community needs by offering programs that are personalized, meaningful and life-changing. *The Digital Campus of Tomorrow* articulates Humber's relationship with technology and lays out our plans to improve our experiences, create efficiencies and foster connections across the College and with our broader community.



Building spaces for creative minds

Construction of Humber's landmark building at its Lakeshore Campus, the Humber Cultural Hub (HCH), continued in 2022/2023. This creative 360,000 sq. ft. focal point will celebrate creativity in both design and function, providing a new home for the Faculty of Media and Creative Arts by centralizing core media and performing arts programming at Humber's Lakeshore West Campus.

Built to the highest standards of sustainability, the HCH will provide world-class, technology-rich teaching and performance spaces for Humber and the creative and performing arts community. The project includes a new 500-seat multi-use performance hall, dedicated Indigenous Classroom, a new home for Humber's Centre for Creative Business Innovation (CCBI) and a new 300 bed residence.



Leveraging research and infrastructure funding

Humber's competitiveness in the research grant environment has positioned the College to engage in new and innovative initiatives.

Humber launched the Greenfield Research and Innovation Fund to strengthen regional partnerships and applied research. Made possible through a NSERC Mobilize Grant, the fund enables Humber researchers, and their private, non-profit, post-secondary, and public sector partners to address health, economic, and environmental impacts brought on by the pandemic. Underway in January 2023, up to \$25,000 will be awarded per project over a 6 to 12-month period.

With the support of a \$4.5 million joint NSERC/CFI College-Industry Innovation Fund grant, Humber established Canada's first Broadcast to Broadband Convergence (B²C) Lab to explore both NextGen television and data delivery applications enabled by the new Advanced Television Systems Committee (ATSC) 3.0 television broadcast standard. This 3.0 standard is set to replace the current ATSC 1.0 standard in North America offering enhanced audio and visual features for television and full broadcast mobility.



Expanding research and partnership foundations

Humber's Centres of Innovation Network was completed with the launch of the Centre for Social Innovation.

This COI will address systemic social barriers by working with equity-deserving populations and the community organizations that support them to produce sustainable, just, effective solutions that enhance resilience and create equitable systems for us all.

The College developed a Strategic Partnership Hub and new tools to help faculty find, create, and sustain strategic research partnerships. A new Customer Relationship Management (CRM) will allow the College to improve our relationships and communications with our partners.



Fostering access to work integrated learning

As an institution delivering a unique model of polytechnic education, Humber is committed to enabling students to practice the skills and knowledge they developed through their program by engaging in work integrated learning (WIL) opportunities.

The college rolled out its WIL Framework and commenced a review of human resources and organizational structures to support its implementation. The framework incorporates quality assurance elements aimed at creating effective and meaningful experiences for both students and host organizations.

In addition to a broad range of WIL supports available to students, the non-profit organization Magnet funded another 284 bursaries for paid WIL experiences, adding to the 323 bursaries provided last year.



Filling skilled trade labour shortages: The Schulich Builders

Humber is one of 10 colleges to be awarded funding through the Schulich Foundation's *Schulich Builders: Scholarships for the Skilled Trades* program. The largest of its kind in Canada, this scholarship program is designed to address labour shortages and amplify the importance of skilled trades in Ontario.

Ten talented Humber students will benefit from the scholarship. Five Humber students enrolled in a one-year certificate program will be awarded \$20,000 and another five students enrolled in two-year diploma programs will receive \$20,000/year to support the costs of tuition, tools and living expenses.



2022/2023 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.

Transformational gift from the Barrett Family Foundation

On January 24, 2023, the Barrett Family Foundation made an exceptional gift of \$30M to Humber College marking the largest single donation made to an Ontario college. Combined with their previous donations, the Foundation has given a total of \$42M to increase access to post-secondary education.

Their donation supports science, technology, engineering and mathematics (STEM) programs and technology at Humber and fosters a learning environment where students can develop and build digital and innovation skills critical for the future of work. It also provides access to education through more than 100 annual scholarships valued at \$3,000 each to students entering and continuing their studies in engineering and technology related degrees and diplomas.



Longo Family Foundation making a difference

Dedicated to building a world of strong, healthy families where children and youth can reach their potential, the Longo Family Foundation contributed \$5 million to Humber's Unlimited Campaign. Their gift supports scholarships, entrepreneurship, small business expertise and leadership development.

In recognition of this gift and the longstanding support that the Longo family members have provided, Humber's Faculty of Business and the Centre for Entrepreneurship underwent name changes to bear the well-known Canadian Longo family name. This marked the first time that Humber has named a Faculty with a family or corporate name.



Driving global innovation and first-rate professional learning

The Humber International Graduate School (IGS) continued to build its global community that inspires and delivers innovation in teaching and learning for international students, industry, and the local community.

In 2022/2023, the school launched the Industry and Community Connector Hub (ICHub) to enable industry, academia and students to converge and drive innovation, collaborate and solve business challenges, and deliver excellence in training and professional development. The ICHub:

- Hosted more than 170 events and gatherings to connect nearly 1,000 IGS learners with industry and community partners for networking and career coaching.
- Grew its Career Mentorship Program from its first 15 pairings in 2022 to over 100 in 2023.
- Hosted the *EnVision the Future of Work* series to foster collaboration and strategizing amongst its industry partners on the future of work post-COVID-19, bringing more than 75 industry partners together.
- Established an industry advisory council to support the successful transition of international students into the Canadian labour market by mitigating the barriers faced by international students during the hiring process and promoting these learners in industry.

Growing IGS program offers and enrolments

IGS grew both its enrolment and graduate level program offerings.

Student enrolment rose from 109 in the winter of 2021 to over 1,600 in the winter of 2023.

IGS programs expanded to include two certificates of achievement from Humber's Continuous Professional Learning: Web Design and Development and Graphic Design for Print and Web.

Two Graduate Certificates in Advertising Media Management and Entrepreneurial Enterprise - Business Management were also added to its program suite.



Responding to industry and community needs

To add to its polytechnic credential offerings, Humber launched several new credentials this year in response to labour market and learner needs.

- A diploma in Hearing Instrument Specialist in September 2022;
- A bachelor's degree in Creative and Professional Writing in September 2022; and
- Graduate certificates in Retirement Home Management in the fall of 2022 and Artificial Intelligence with Machine Learning in the Winter 2023 term.



Growing Continuous Professional Learning

Gaining new skills or certifications contributes to financial success and career advancement. Humber's Continuous Professional Learning (CPL) provides industry-recognized education from qualified professionals to learners looking to meet their career goals. In 2022/23, CPL launched several new offerings including:

- Micro-credentials in commercial insurance, disaster/restoration management, mental health leadership, and more than 40 OSAP-funding eligible micro-credentials in areas such as leadership, financial planning, and mortgage documentation and compliance.
- Certificates of Accomplishment in Operating Room Nursing, Medical-Surgical Nursing and RN Refresher
- Certificates of Accomplishment in Real Estate Leadership and Entrepreneurship, Transformative Equity, Inclusion & Belonging Leadership and 2SLGBTQ+ Studies
- Certificates of Completion in Insurance Broker Commercial Account Management and Administration of Capital Accumulation Plans
- A Condominium Management licensing program





Making environments culturally inclusive and respectful

In keeping with the principles outlined in Humber's Indigenous Education Plan, the college established culturally inclusive and respectful environments across all levels of the institution.

To provide ongoing learning for employees and students in Indigenous ways of being, knowing and doing, the College developed Indigenous Learning Bundles and mapped out a plan to offer these opportunities as micro-credentials over the next year. To date, over 1,700 staff and students have completed the Four Seasons of Reconciliation cultural awareness training that promotes a renewed relationship between Indigenous Peoples and Canadians through transformative learning about truth and reconciliation.

In the fall of 2022, close to 500 educators, practitioners, scholars, students, and members of Indigenous communities attended the College's Indigenous Knowledges Gathering. The event focused on overcoming adversity by leaning on culture and traditional knowledge, and the importance of student health and wellness.

2022/2023 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.

Supporting student health needs

Humber's Well-being Strategy rolled out several key initiatives focused on facilitating student wellness at an individual, organizational and community level. These initiatives are based on student perspectives regarding how the college could better support their engagement in social and cultural activities:

- ***A Spirituality and Wellness Centre:*** Launched in 2022, this centre provides a safe, respectful, and inclusive space where students can explore different cultures, religions and spiritualities. Offering a variety of resources such as mats, prayer rugs, and relaxation and meditation audio and lessons, the space enables students to further their knowledge on how different beliefs shape people's lives.
- ***Leadership Initiative Fund:*** This program was developed to fund and support student-led equity initiatives. It recognizes the importance of student involvement and engagement in the creation of a vibrant campus community and aims to support students whose initiatives or events will contribute to Humber's institutional and community values: health and wellbeing; equity, diversity, and inclusion; and sustainability.



Promoting Health through Food

Humber began the development of a holistic food strategy. Moving beyond reviewing food services, the strategy will explore and provide recommendations to support the role of food in fostering a healthy, equitable, inclusive and sustainable campus culture. Affordability, food security, and quality of life will be important factors guiding its development.

Committed to the well-being of the planet, Humber serves exclusively Fair-Trade coffee at all Humber on-campus and off-campus events. In 2022/2023, the college secured a certified organic, Fair Trade, and SPP certified coffee that is grown and produced by Indigenous farmers. A percentage of every Birch Bark coffee bean purchase goes towards providing Belkraft water purification units for Indigenous peoples living in communities still under boiled water advisories.



Prioritizing diverse voices, knowledge, and lived experiences

Recognizing that excellence in teaching, learning, and applied research is achieved when diverse voices, knowledge, and lived experiences are prioritized, Humber continued to implement its Equity, Diversity and Inclusion (EDI) Strategy.

In the fall of 2022, the College launched the EDI Community of Practice (CoP), a forum for critical discussion and exploration of teaching and learning strategies. Meeting once a month, the CoP aims to increase equity, inclusion and belonging in the classroom, and reduce systemic inequities and their impact on students.

The College finalized the Employment Systems Review and initiated an Employment Equity Plan. Beginning with the Faculty of Liberal Art & Sciences, an inclusive hiring strategy was rolled out to increase representation of Indigenous and Black full-time professors. Five of the six positions have been filled to date and work is underway to secure the final position.

Service reviews were completed on two programs integral to student success: the Black Student Support and Engagement and the LGBTQ+ Resource Centre. Both programs offer a dedicated on-campus space for equity-deserving students to access resources, build community and undertake initiatives that promote inclusion across the college.

After five years of exceptional work, Humber's EDI Taskforce met for the final time in March 2023 to recognize the achievements and dedication of its members while acknowledging the remaining work needed to advance Humber's commitments. The Taskforce provided a final report of their achievements including recommendations to complement the 2022 EDI Framework and Strategy.

Maintaining leadership in sustainable campuses

Humber continued to lead the province in sustainable campus development by qualifying for the 8th year in a row as one of Canada's Greenest Employers and receiving a Sustainability Tracking, Assessment & Rating System™ (STARS) Gold designation. Humber scored within the top 10 of all universities and colleges in Canada who reported to STARS in the last three years.

Key initiatives undertaken this year as part of Humber's 2019-2024 Sustainability Plan included:

- **Sustainable construction:** Opening in 2024, the Humber Cultural Hub will be one of the most sustainable developments in Canada and a showcase for global best practices in sustainability and energy efficiency – meeting net zero energy and carbon, and LEED platinum standards.
- **#ReuseHumber:** Humber's reusable food container programs are cost effective alternatives to single-use, throw away containers. Since 2021, Humber has averted 250,000 containers from landfills and oceans.
- **The Office Bin project:** To increase employee awareness of consumption and help Humber meet its waste reduction goals, office waste bins and their plastic liners were removed. Employees now use communal bins.

The Humber Cultural Hub construction includes mass timber due to its low carbon footprint.



2022/2023 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.

Enhancing the teaching and learning experience

Humber's Digital Campus Plan focuses on transforming the student experience, enhancing learner access, and supporting community innovation. This year, the college made two significant technology investments that enhanced access to Humber programs and resources.

First, Humber's learning management system was upgraded to Blackboard Ultra. This LMS enables several new features that enhance digital learning, collaboration, assessment, and accessibility. The platform provides a clear, personalized interface that focuses on the learning process and is accessible on mobile devices widely preferred by our learners. Embedded analytics offer potential options for the institution to explore new ways to provide students and faculty with helpful and timely insights about their academic progress.

Secondly, Humber Libraries was a partner in the Page 1+ Project with 19 other Ontario colleges to implement the next generation of library services. The Page 1+ platform enables cross-college collaboration to build digital library resources, programs and services that advance teaching and learning, providing an improved user experience and equitable access to library resources for Humber students and faculty.



Investing in infrastructure and sustainable operations

Humber continued to make strategic capital development investments to enhance the student experience and campus sustainability.

- The two-storey addition to the Skilled Trade Centre at Carrier Drive is scheduled for completion in 2024/2025 and will house additional apprenticeship labs.
- The development of Finch West Light Rail Transit (LRT) at Humber's North Campus continued. The project will build a new entrance road directly into the North Campus from Highway 27 and a covered walkway along the new roadway - an extension of the existing Presidents' Way.
- The Lakeshore shuttle bus began operating to link Humber's new 344 vehicle Birmingham Parking Lot to the Lakeshore campus L Building.
- Plans for the North Campus steam-to-hot water heating system replacement were completed, with construction scheduled for May 2023. To be known as SWITCH, this project will reduce greenhouse gas emissions by up to 40% and fossil fuel use by 70% at Humber's North Campus.
- As part of our classroom redevelopment plan, 25+ classrooms were renovated; three were converted into Global Classrooms with enhanced audio-visual equipment, cameras, and microphones.
- A new centrally-located student Town Square was built at North Campus providing a new gathering space and enabling information-sharing through audio visual screens.



Building state-of-the-art labs

The College opened new specialized labs to provide students with hands-on education and training for in-demand jobs.

The Faculty of Health and Wellness' Hearing Instrument Specialist lab at Humber's North campus offers a patient clinic and an instructional classroom with portable hearing booths.

The Centre of Entrepreneurship's "Idea Lab" at Humber's Lakeshore campus provides studio spaces, workshops, online resources, and supports to enhance student and staff digital fluency.

In partnership with Siemens Canada, Humber developed a Sustainable Microgrid and Renewable Technology (SMART) Lab at its North campus to teach students about microgrids - systems that reliably manage the generation, storage and consumption of energy.

THE EXECUTIVE TEAM

Dr. Ann Marie Vaughan, President and CEO

Dr. Gina Antonacci, Senior Vice-President, Academic

Jason Hunter, Vice-President, Students and Institutional Planning &
Interim Vice-President, Human Resources and Organizational Effectiveness

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

Sanjay Puri, Vice-President, Administration and CFO

Scott Briggs, Vice-President, Digital Innovation and CIO

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