

August 28, 2013

Re: Innovation credits for STARS: The Centre for Human Rights, Equity and Diversity

To Whom It May Concern:

Nancy Simms was hired in 2008 as the Manager of Humber's Human Rights & Diversity Program | HR Services with the primary task of weaving human rights and equity into the fabric of the Humber's community at both an individual and a macro-structural level. She spent approximately three years strengthening the infrastructure of the Human Rights & Diversity Program by focusing on increasing the visibility of the program through implementing increased prevention, education and Human Rights training for all employees.

In 2011, the Human Rights & Diversity Program evolved into the Centre for Human Rights, Equity & Diversity (Centre), and she obtained the position of Director for the Centre. With a more clearly articulated mandate to "ensure that diversity and equity are instilled as values throughout Humber's inclusive culture," the Centre developed applications integrating alternative dispute resolution models; solutions focused coaching approaches; and a more robust role in the following areas: Prevention and Corrective Education; Early Intervention into Human Rights related concerns and Investigations; and Increased leadership in the coordination of Humber's Employment Equity and AODA programs. The ongoing result of this trailblazing approach is visible in decreased human rights complaints at the Ontario Human Rights Tribunal; more effective early-intervention into human rights related issues; and increased demand for human rights education and training by not only employee groups but also all student groups.

Canada's changing landscape and the business case for the enhancement of diversity and inclusive practices have been demonstrated thoroughly.¹ Humber College recognizes that embracing diversity in its myriad of constructs is the most effective response for the post-secondary sector and an important driver of an organization's innovative engine. With an empowered inclusive culture, a diverse workplace and student body is capable of producing a range of original and engaging ideas that are non-existence in a homogenous population group. In other words, Humber College is learning how to leverage diversity in order to maintain its relevance and sustainability, and in so doing, the College is shaping new directions in postsecondary human rights work and education.

¹ Ernst & Young, Report: *Redrawing the Map: Globalization and the Changing World of Business*. January, 2010; The Royal Bank of Canada, Report: *The Diversity Advantage: A Case for Canada's 21st Century Economy*. October, 2005.

A Member of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education, the Centre is recognized throughout both the public and private sectors for its leadership in sharing knowledge, effective practices, research and learning initiatives related to the prevention of human rights violations. The Centre continues to work alongside all of Humber's constituents and the post-secondary sector to build bridges that support individuals' possession of the full scope of their human rights, personal freedoms, opportunities and choices. In this way Humber is building for the future. A strong Humber, a strong Canada, a strong world.

The information presented in support of STARS Innovation credit 1 is accurate and meets the Criteria.

I remain available to you regarding any further information required on the Centre for Human Rights, Equity & Diversity.

Sincerely,

A handwritten signature in black ink, appearing to read "Deb McCarthy". The signature is fluid and cursive, with a prominent initial "D" and a long, sweeping underline.

Deb McCarthy
Vice-President Human Resources
Humber Institute of Technology & Advanced Learning