



# HLOs

HUMBER LEARNING OUTCOMES

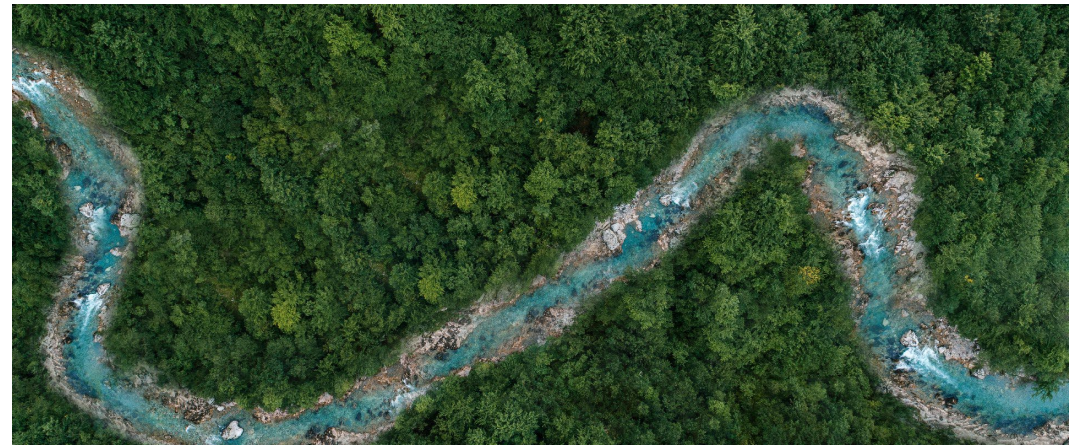
**Polytechnic  
Education in Action**

**Powering Innovation  
Polytechnics Canada 2023 Showcase**

**Presenters:**

Vera Beletzan, Associate Vice-President Teaching and Learning  
Lisa Salem-Wiseman, Special Advisor Humber Learning Outcomes

# Land Acknowledgement



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 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 interconnection for all.

# Agenda

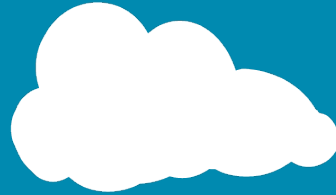
- HLOs and Humber's Polytechnic Vision
- HLOs from Concept to Creation
- HLO Framework
- HLO Implementation

# The HLO's and Humber's Polytechnic Vision

The HLOs are an institutional learning outcomes strategy aimed at equipping Humber graduates with the employability skills, mindsets, and values they need to succeed in the future of work and life

Humber Learning Outcomes (HLOs)  
- a major initiative in support of Humber's vision of excellence in polytechnic education





# The HLOs – From Concept to Creation

# Concept

## **How can institutional learning outcomes help us:**

- articulate our values, culture, and collective vision for our students' learning
- express this learning to external stakeholders
- empower learners with language to articulate the value of their Humber credential
- measure the quality of the education we provide
- differentiate us and define polytechnic education

# Institutional Leadership

## Strategic Plan Pillar 1

### Career-Ready Citizens

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

# Strategic Plan Supporting Action:

Build core 21st century employability competencies across all program curriculum

Metric:

All Humber programs will have Institutional Learning Outcomes (ILOs) embedded in the curriculum



# Academic Plan 2016 - 2021

Develop and implement an institutional learning outcomes framework and implementation strategy to ensure that every Humber graduate has the essential 21<sup>st</sup> century skills, competencies, values and attributes to succeed in work and life.

# Academic Plan Objectives

## Our ILO Framework

- will ensure graduates can articulate to employers the core skills, competencies, values and attributes they have gained as Humber students
- differentiate the unique qualities of Humber's polytechnic model of education
- position Humber as a system leader in the teaching and learning of 21<sup>st</sup> century employability skills and competencies

# Consultation

## DEFINING OUR GRADUATES

A year of consultations on Humber's ILOs

Professionalism  
Critical thinking  
Communication  
Adaptability  
Emotional intelligence  
Collaboration

Other terms visible in the word cloud include: Digital literacy, Reputation, Stamina, Resilience, Initiative, Integrity, Reflection, Equity, Analysis, Problem solving, Change maker, Tenacity, Reliability, Inclusivity, Ambition, Persistence, Social responsibility, Respect, Perseverance, Ethics, Empathy, Grit, Self-awareness, Innovation, Mindfulness, Authenticity, Discipline, Social conscience, Cultural sensitivity, Compassion, Life long learning, Sustainability, Accountability, Motivation, Leadership, Revolutionary, Flexibility, Creative visioning, Cultural awareness, Nature of critical, Sense of humanity, Global citizenship, Passion, Credibility, Knowledge management, Community minded, Investigation, Conscientiousness, Social intelligence, and Persistence.



Faculty Forum October 2017







A word cloud of 21st-century skills and competencies. The words are arranged in a roughly circular shape, with some words being significantly larger than others. The background is dark with a subtle pattern of white dots and lines, resembling a network or a constellation.

Self-awareness  
Human sensitivity  
Initiative  
Teamwork  
Confidence  
Openmindedness  
Life long learning  
Professionalism  
Curiosity  
Inquisitiveness  
Risk taking  
Time management  
Determination  
Collaboration  
Communication  
Finding solutions  
Self-regulation  
Empathy  
Perseverance  
Innovation  
Diversity  
Sustainability  
Multimodality  
Adaptability  
Global citizenship  
Cultural competency  
Resourcefulness  
Problem solving  
Organizational skills  
Passion  
Digital literacy

General Student Consultation March 2018 (Lakeshore)



# The HLO Framework



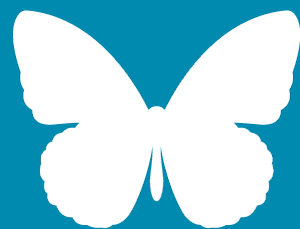
- Equity, Diversity, Inclusion & Belonging
- Sustainability
- Systems Thinking
- Indigenous Ways of Being Knowing and Doing (IWBKD)



- Critical Thinking



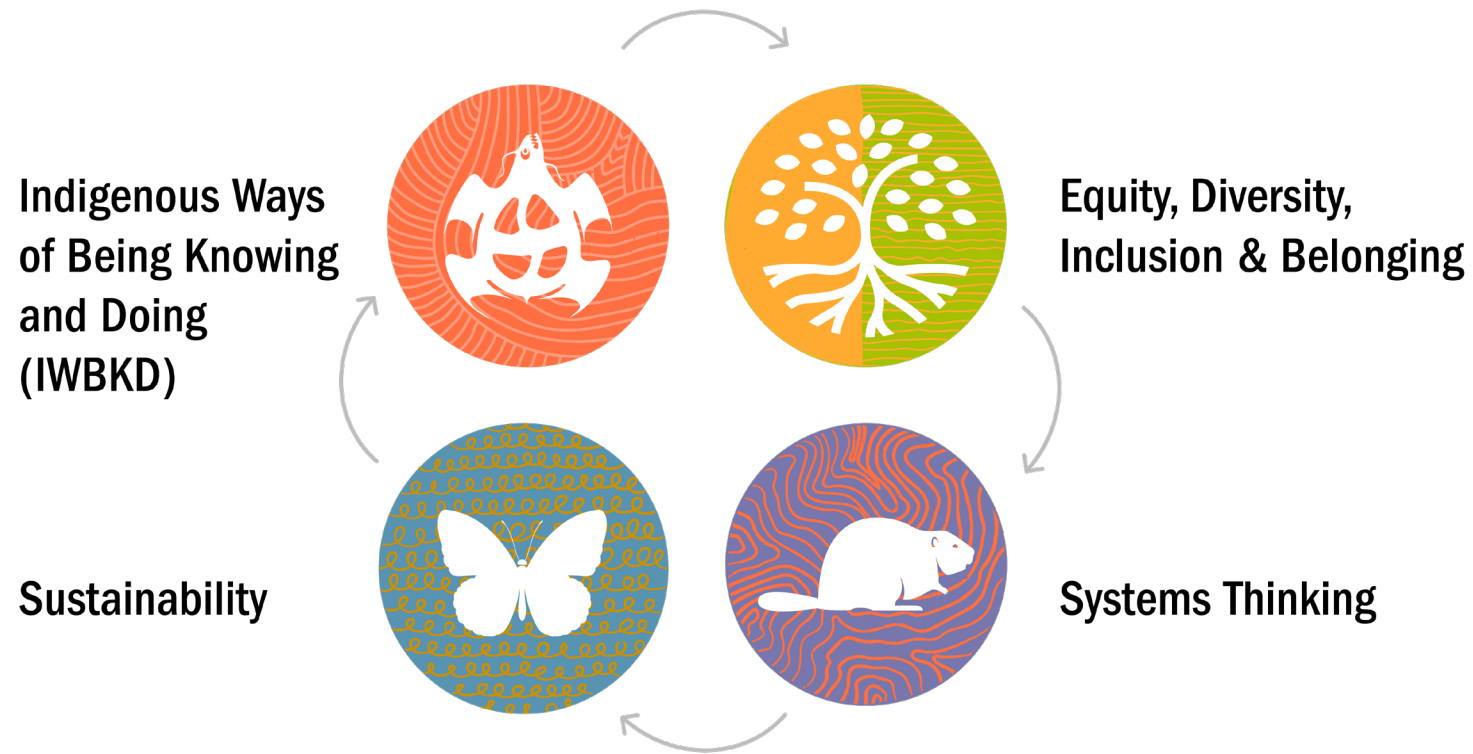
- Collaboration
- Communication
- Digital Fluency
- Innovation
- Leadership
- Professionalism
- Strategic Problem-Solving



# HLO Key Mindsets

Mindsets are worldviews that are crucial to the well-being and prosperity of individuals and communities. As values, they inform how we approach challenging situations and interact with others.

# Four Key Mindsets





# The EDI Mindset

**An equity, diversity & inclusion mindset** enables us to create a fair, just and inclusive world. As equity-minded individuals, Humber graduates have a deep understanding of and respect for human diversity, intersectional identities and cultural complexity. They act with empathy, compassion and humility to remove barriers for equity-deserving groups and create equal opportunity for all individuals and communities.

- anti-racism
- anti-oppression
- empathy, compassion & humility
- equal opportunity
- global citizenship
- intersectionality
- sustainability
- systems thinking





# The Sustainability Mindset

**A sustainability mindset** enables us to think and act with collective futures in mind. As sustainability-minded individuals, Humber graduates lead by example. They promote equitable and sustainable practices in their professional and personal lives. They act responsibly in environmental, economic and social ways that protect our planet and contribute positively to the well-being of our communities.

- anticipatory & futures thinking
- equity, diversity & inclusion
- flexibility & adaptability
- social justice, civic responsibility and environmental ethics
- strategic action



# The Systems Thinking Mindset

**A systems thinking mindset** enables us to effect real change by harnessing the interconnectedness of all things. As systems thinkers, Humber graduates approach situations by knowing the limits of their own knowledge and engaging multiple perspectives. They ask “what if?” They are curious, compassionate and courageous thinkers who actively break down silos and promote holistic problem finding.

- courage
- equity, diversity & inclusion
- holistic problem finding
- interconnectedness
- multiple perspectives
- recognition of limits of knowledge
- sustainability





# Indigenous Ways of Being Knowing and Doing (IWBKD)

An IWBKD mindset enables us to respect, reflect on and embrace Indigenous cultures, perspectives, systems of knowledge and approaches to life. As humble and open individuals, Humber graduates recognize the cultural foundations and history of the land we inhabit and understand how they have shaped Indigenous realities today. They act bravely to create space for reconciliation, helping to co-create a future based on wisdom, love, honesty and truth.

**At Humber, we approach  
Indigenous Ways of Being, Knowing and Doing  
in the following ways:**





## 1. Mino Nawendiwin / Good Relations

Mino Nawendiwin is the foundation of this mindset. It is an all-inclusive practice of relating that honours the dense web of relationships that exists within place, including interconnections that are developed among human beings as well as between human beings and land (earth, waterways, sky), and other-than-human beings (animal, plant and spirit). Good relations are ever-changing and fluid, requiring constant care, reflection, and consideration of the impact of everyday actions.



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## 2. Truth and Reconciliation

Humber graduates have been given the tools to challenge the conventional lessons and ideas about Canadian history. Revealing the truth requires education about Indigenous knowledge systems, Canada's colonial history and legacy, and Indigenous peoples' self-determination and assertion of autonomy in resistance to assimilative policies and legislation. Moving toward reconciliation involves working to repair broken relationships and regain the mutual respect, peace, and friendship that was agreed upon in the Two-Row Wampum treaty.



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### 3. Land as First Teacher

We do not inherit the Earth from our ancestors; we borrow it from our children. Humber graduates understand that the decisions we make today have an impact far beyond ourselves and that all human beings have a role to play in establishing good relations among all beings for generations to come. They understand that the land and its gifts (animals, plants, etc) are to be shared to the mutual benefit of all its inhabitants; we are all eating from the same dish with one spoon.



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# Meta-Skill: Critical Thinking

A Meta-Skill is a higher-order skill that activates other skills and enables us to acquire new skills effectively.

At Humber, this meta-skill ensures our career-ready graduates are perceptive and competent.

# Skills In Action

Skills are the practical tools we need for learning, work and life.

Shaped by key mindsets and driven by critical thinking, Humber's **SKILLS IN ACTION** ensure graduates have the tools to be career-ready citizens.



Collaboration



Communication



Digital Fluency



Innovation



Leadership



Professionalism



Strategic  
Problem-Solving

# HLO Implementation: Guiding Question

How can we integrate the HLOs into program curriculums and co-curricular activities at Humber?



# Implementation Phase One:

## Co-Curricular

- International Education Strategic Plan - COIL Framework
- International Graduate School -  
Community and Industry Engagement course
- Student Services -  
Student Wellness and Equitable Learning curricular framework
- Humber Arboretum - Learning through Leading volunteer program
- Humber Centres of Innovation – Applied Research Projects
- Faculty of Health Sciences & Wellness – IPE Framework

# Implementation Phase Two:

## Program Curriculum Pilots

### Development of Faculty Resources

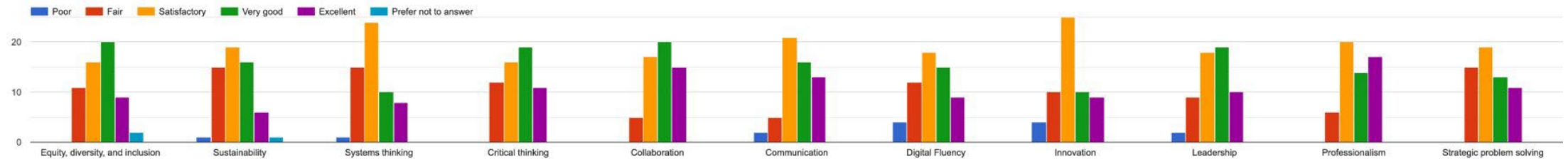
- Online Toolkits for Mindsets and Meta-Skill
- Competency Tip Sheets for Skills in Action

### Global Summer School Pilot

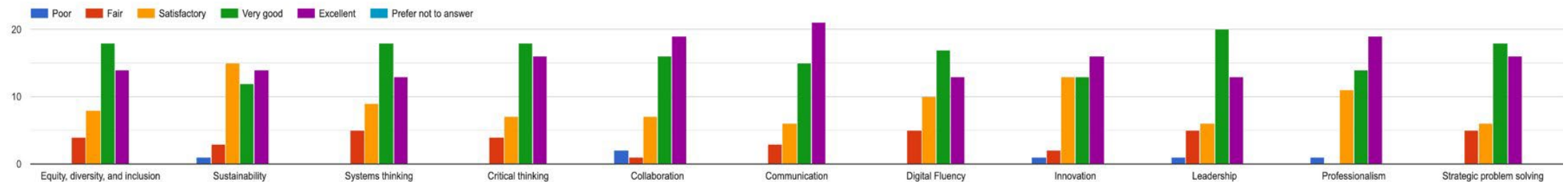
- Six courses (one from each faculty)
- 144 total participants (Humber + non-Humber students)
- 14 academic institutions joined
- 35 different nationalities were represented

# Global Summer School: Student Feedback

3. How would you rate your ability to give an example of each mindset or skill (for example, in an interview setting or on a resume)?



3. Now that you have completed your course, how would you rate your ability to give an example of each mindset or skill (for example, in an interview setting or on a resume)?



# Implementation Phase Two: Program Curriculum Pilots (cont'd)

Program Pilots - Fashion Management (graduate certificate), Inclusive Resource Practice (graduate certificate), ECE (diploma), Community & Justice Services (diploma), Sustainable Energy & Building Technology (diploma)

Map HLOs to CLOs. Which HLOs are the focus?

Where can the HLO skills and mindsets be more explicit?

‘Tag’ HLOs to course outlines and assignments

# Implementation Phase Two: Supporting Activities

1. Pilot HLOs in Program Review process
2. Curriculum Scan for HLO mindsets
3. Program Advisory Committee meetings
4. Faculty meetings



# Implementation Phase Three:

## Program Curriculum Scale Up – January - May 2023

1. Develop an Indigenous Ways of Being Knowing and Doing (IWBKD) mindset
2. Launch toolkits and competency tip sheets
3. Finalize HLOs in Humber annual QA processes and course development software tool
4. Communicate plan for spring semester HLO scale up across curriculum

# Implementation Phase Three:

## Program Curriculum Mapping – May - June 2023

### All Faculties to:

- Engage in program mapping of HLOs across all curriculum
- 'Tag' HLOs on course outlines through Humber's course outline development software tool

### Resources:

- Toolkits, tip sheets, HLO Framework

# Implementation Phase Four: Student Employability Skills Portal

- This tool will provide students with a system to develop their employability skills and organize their profiles using the HLO skills and mindsets.
- The tool will allow learners to track the skills they have acquired and practiced across both curricular and co-curricular activities.

# Q&A

# Thank You

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Visit: [humber.ca/academic-division/our-hlo-framework](https://humber.ca/academic-division/our-hlo-framework)