

JUSTICE, EQUITY, INCLUSION, AND BELONGING

Program: JEIB

Credential: Ontario College Graduate Certificate

Delivery: Full-time + Part-time

Length: 2 Semesters

Duration: 1 year

Effective: Fall 2025

Location: Barrie

Description

The field of justice, equity, diversity, inclusion, and belonging has undergone unprecedented growth in recent years. Organizations across sectors are responding with commitments to transformational change to advance equity. This unique program equips graduates with the specialized skills and knowledge to help organizations meet these commitments. As effective equity professionals, graduates understand how to move beyond performative gestures, and work toward meaningful and sustainable change at individual, interpersonal, organizational, and systemic levels. Through interdisciplinary, experiential, work-integrated learning, students in this program develop the practical competencies necessary to foster inclusive communities of belonging within health care, human services, education, business, and beyond. Students integrate and apply their learning in a collaborative capstone project and personal learning portfolio, showcasing their values, competencies, leadership skills, and personal growth as change agents.

Career Opportunities

Graduates of this program will be well equipped to work in their chosen field, whether it is human services, business, human resources, management/leadership, health care, or in launching entrepreneurial efforts – all of which are experiencing skills gaps at all levels. Graduates will also have the skills and competencies to work in Equity, Diversity, Inclusion, and Belonging Centres/Offices.

Program Learning Outcomes

The graduate has reliably demonstrated the ability to:

1. leverage legislative responsibilities and strategic priorities to advance equitable workplace practices and gain organizational support for justice and equity initiatives;
2. lead projects from conception to realization to advance equity-oriented initiatives in the workplace;
3. contribute to the development, revision and implementation of policy and practices to transform workplace culture toward equity and justice;
4. work collaboratively in diverse, interdisciplinary teams to envision, develop and facilitate equity and justice-oriented training;
5. evaluate how power dynamics operate within institutions in order to disrupt organizational patterns of inequity;
6. create strategies, programs and resources rooted in the work of anti-oppressive scholars, activists, and organizers to transform workplace culture;
7. use strategies to address, deescalate, shift, and resolve conflicts that arise within diverse workplace teams and settings;

8. challenge individual and collective cultural expectations to contribute to ongoing personal growth, professional practice, and organizational transformation;
9. communicate to build rapport and trust within diverse teams, and across cultural and social identities and settings;
10. use anti-colonial counter frames, including land-based and holistic approaches, to disrupt and shift organizational culture and engage in healing, reparation, and reconciliation.

Program Progression

The following reflects the planned progression for full-time offerings of the program.

Fall Intake

- **Sem 1:** Fall 2025
- **Sem 2:** Winter 2026

Admission Requirements

- Ontario College Diploma, Ontario Advanced Diploma, Degree or equivalent.

Graduation Requirements

14 Program Courses

Graduation Eligibility

To graduate from this program, a student must attain a minimum of 60% or a letter grade of P (Pass) or S (Satisfactory) in each course in each semester. The passing weighted average for promotion through each semester and to graduate is 60%.

Program Tracking

The following reflects the planned progression for full-time offerings of the program.

Semester 1		Hours
Program Courses		
JEIB 1000	Introduction to Justice, Equity, Inclusion, Belonging: An Intensive	25
JEIB 1001	Legislative Frameworks and Social Justice	39
JEIB 1002	Being (Good) Kin: Braiding Decolonial Futures	39
JEIB 1003	Facilitation Skills and Group Dynamics	39
JEIB 1004	Dimensions of Racism in Canada: from Awareness to Advocacy	39
JEIB 1005	Power and Leadership Learning Laboratory	52
JEIB 1006	Challenging White Supremacy Culture in Organizations	39
JEIB 1007	Justice and Equity in Organizational Development	39
Hours		311
Semester 2		
Program Courses		
JEIB 1008	Transforming Conflict	42
JEIB 1009	Indigenous Ontologies and How They Can Transform Workplaces and the World	42
JEIB 1010	Somatics, Healing, and Embodied Liberation	42
JEIB 1011	Radically Reimagining Workplaces	56
JEIB 1012	Solidarity and Co-Resistance	42
JEIB 1013	Justice, Equity, Inclusion and Belonging: Capstone Project	84
Hours		308
Total Hours		619

Graduation Window

Students unable to adhere to the program duration of one year (as stated above) may take a maximum of two years to complete their credential. After this time, students must be re-admitted into the program, and follow the curriculum in place at the time of re-admission.

Disclaimer: *The information in this document is correct at the time of publication. Academic content of programs and courses is revised on an ongoing basis to ensure relevance to changing educational objectives and employment market needs.*

Program outlines may be subject to change in response to emerging situations, in order to facilitate student achievement of the learning outcomes required for graduation. Components such as courses, progression, coop work terms, placements, internships and other requirements may be delivered differently than published.