

Equity, Diversity, Inclusion & Social Justice

Okanagan College Project Group Report
October 2022



Project Group

Diyame Caterer, Jenn Goodwin
Jennifer Gorman, Shani He Uath
Teresa Kisil Hv Lch, Meri Kim Oliver

TABLE OF CONTENTS

Introduction	p.
Highlights of EDISJ Project Group Activities: Year 1	p.
Equity, Diversity, Inclusion and Social Justice Action Plan	p.
Appendix I: Global Diversity, Equity and Inclusion Benchmarks (GDEIB) Leadership Council Responses	p.1
Appendix II: GDEIB – Leadership Goals	p.
Appendix III: Employee Climate Survey	p.

Introduction

Through Inspire, the new Strategic Plan, Okanagan College (OC) has committed to advancing the principles of Equity, Diversity, Inclusion and Social Justice (EDISJ) and to work actively towards being a leader in the implementation of fair, just, respectful and equitable practices throughout the College and in our local communities.

In 2021 an EDISJ Project Group initiated the work of gathering information on how best to move the EDISJ agenda forward and initiated activities to promote awareness of EDISJ throughout the institution. Over the Q H [W year, activities included:

1. Building awareness of the EDISJ project.
2. Establishing an EDISJ Ambassador group.
3. Collecting information about activity underway that promotes EDISJ principles.
4. Establishing an EDISJ mission statement and working definitions of equity, diversity, inclusion and social justice
5. Approval of the Board of Governors' Statement on EDISJ.
6. Gathering input on how College leadership views Okanagan College's EDISJ in the context of the GDEIB (Global Diversity, Equity and Inclusion Benchmarks).
7. Resourcing a short-term position to move forward with select EDISJ projects
8. Conducting an employee climate survey
9. Building the EDISJ web presence and resource hub.

This report captures the highlights of these activities and the Action Plan that has been developed in response to what the Project Group has learned about institutional needs and expectations for future EDISJ education and projects.

Highlights of EDISJ Project Group Activities: Year 1

1. Build Awareness of the EDISJ Project

In the fall of 2021, all employees and students were invited to participate in facilitated discussions about EDISJ. These conversations took place online, and approximately 140 people participated during one of two sessions. We learned that there is a wide range of knowledge about what it means to embed EDISJ principles in our College work. These discussions also indicated many employees' and students' strong interest in seeing EDISJ work engaged in more intentional and targeted ways.

As a result of these discussions, additional awareness-building opportunities were offered to the OC community. Training and activities included:

- x Anti-bias training
- x Kelowna Community Resources – Justice, Equity, Diversity and Inclusion training to Leadership Council, employees and students
- x Resource hub launched on the EDISJ website.

2. Establish EDISJ Ambassador Group

Following the general conversations on EDISJ, all employees and students were invited to participate more formally in EDISJ work at Okanagan College. Over 65 employees and students from all regions and departments volunteered to become EDISJ Ambassadors. This working group promotes leadership, innovation, collaboration and information sharing on EDISJ topics and activities within the College. The Ambassadors continue to meet monthly and are actively working to foster a more welcoming, inclusive and diverse OC community with the following activities:

- a. Participation in training on the fundamentals of EDISJ facilitated by Kelowna Community Resources;
- b. Conducting non-bias training across the College;
- c. Providing non-bias training to selection committees and departments as requested;
- d. Developed OC definitions of EDISJ
- e. Developed a Mission for EDISJ work at Okanagan College, and
- f. Participation in smaller working groups on:
 - i. Universal washrooms and change rooms
 - ii. Teaching and learning resources
 - iii. EDISJ Checklists
 - iv. Positive/Brave Space
 - v. Events and Engagement
 - vi. Accessibility
 - vii. Sexual Violence Awareness and Prevention
 - viii. Student Recruitment
 - ix. Curated Credential

The Ambassadors will continue to meet monthly to engage in a consultative and collaborative process to advance EDISJ across the College. This work will explore best practices across the

College regarding EDISJ, to work with College Relations to develop a brand and image that signifies their role as ambassadors and advocates for EDISJ. The working groups will develop recommendations to the EDISJ Project Team for advancing their topic areas.

3. Collect Information about Current Activity and Awareness

OC distributed a survey to employees, asking for input on how they incorporate EDISJ into their work, their awareness of existing legislation and policies that support EDISJ and their recommendations for future EDISJ work at the College. Of the 163 respondents, over 50% of the respondents were from Student Services, Business, Arts and Foundation D O, the Library and Continuing Studies and Corporate Training. Approximately 65% of respondents indicated that they engage in personal learning on EDISJ topics, and about 75% participate in professional conversations.

The survey's low response rate could be attributed to several factors: the timing of the survey in winter 2022, individuals not wanting to respond if not actively engaged in EDISJ activities, a

institutionalized discrimination shapes and provides privileges for some while creating and perpetuating disadvantages for others.

6. College Leadership Perception of EDISJ

Members of the Leadership Council were asked to review the Global Diversity, Equity and Inclusion Benchmarks (GDEIB) and to use the Benchmark Categories and itemized lists as an awareness-building exercise for their programs and departments. Each Leader was asked to check boxes associated with the Standards in the 15 Categories to indicate where they believe their department and the College are implementing the listed Standard.

We recognize that at Okanagan College, targeted work on EDISJ topics is in the early stages. Therefore, this exercise was not initiated to establish a baseline at this time. This exercise is intended to build awareness of the activities considered best practice for any organization and to get Leadership thinking about the work their teams are engaged in related to EDISJ. This project was also done to raise awareness of how EDISJ principles can be embedded in our work.

Each Benchmark used by the Leadership Council was reviewed by the Leadership Council and the results were shared with the Leadership Council. The results of this exercise are available in the Leadership Council Report on EDISJ, dated 2023-06-27, and are available in the Leadership Council Report on EDISJ, dated 2023-06-27, and are available in the Leadership Council Report on EDISJ, dated 2023-06-27.

8. Employee Climate Survey
A Climate Survey

EDISJ Action Plan

Okanagan College's Inspire strategic plan firmly states our commitment and responsibility to Equity, Diversity, Inclusion and Social Justice (EDISJ). We are members of a college community that is becoming more diverse each year which has increased societal demand for action to address inequities perpetuated by systems that impact perpetually marginalized groups. The time is now for OC to model the way forward.

OC is committed to learning what it means to find a path to reconciliation with the people on whose traditional and unceded lands the College campuses are located – the Silyx, Secwepemc, Ktunaxa and Sinixt. The work of embedding EDISJ principles into the layers and complexities of the College identity is inter bk9nec2.1(at)-610.5(t)-6.7etedthe wk of lbeddig.6(he)en-6.7(i)2.6()2.

2. Data Gathering and Consultation -OC will hold itself accountable for its commitment to EDISJ and Indigenization through clear and timely evaluation and transparent reporting on its progress through this action plan.
 - a. Student climate survey fall 2022
 - b. Leadership Council Global Equity Diversity and Engagement Survey
 - c. OC Sexual Violence Prevention Survey
 - d. OC employee climate survey 2022
 - e. Accessibility consultations for fall 2022 and winter 2023
 - f. Consultations with external agencies
 - i. Regional Advisory Groups
 - ii. Agencies that support equity-seeking groups
 - iii. Others, as identified through initial consultations
 - g. Concerns/feedback webpage to receive input on EDISJ/Accessibility topics implemented in 2022

3. Indigenomics

- a. Enhance support for Indigenous Transition Coordinators' recruitment in the community
- b.