Equity, Diversity & Inclusion

CANADORE
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GUIDING PRINCIPLES

At Canadore - We foster and enhance a campus culture in which we identify systemic barriers, create a positive, inclusive, and accepting environment with a commitment to continuous improvement.

We value equity, diversity, and inclusion because every person has a right to equitable treatment, access and opportunity.

We recognize the distinct rights and entitlements of Indigenous peoples.

We will work together to address the personal, structural, and cultural barriers to change and we will be strengthened by diverse backgrounds, perspectives, and experiences.

We will promote regular consultation, transparent communication and meaningful opportunities for campus community engagement.

We will undertake research, assessment, and evaluation to inform planning and decision-making.

COMMITMENT STATEMENT

Canadore College fosters a positive, inclusive and accepting campus community that empowers, values, supports, and promotes: accountability, equity, equality, human rights, respect, justice and safety. Canadore will lead in the innovation, change and growth of a safe, equitable, diverse and respectful community, to foster respect, authenticity and belonging.

We are committed to cultivating, celebrating and strengthening cultural inclusion and experiences for all individuals, and we encourage and support individual and collaborative efforts to create positive experiences that realize continuous improvement.

We will identify and address inequities, ensuring access to education and related opportunities, while actively reducing barriers. Contributions of all voices are welcome as we engage and enable diverse ideas, knowledge, and perspectives in the pursuit of inclusive excellence for the well-being of individuals as members of the college community.

Equity, Diversity & Inclusion at Canadore College

VALUES

Diverse Resilient
Versatility Universally Designed Sustainable
Together Universal Design for Learning (UDL) Realistic
Open Supportive Chaos Tolerant Equity Us
Equitable Access Perspectives Positive
Belief Accessible Fair treatment
Collaboration Authenticity Forward thinking
Knowledge Accountable Anchored Community
Skilled
Holistic Challenge systemic barriers Optimistic
Action Accepting Valued Vocal Belong Fair
Flexibility Community knowledge Strengthen
Action Intentionally inclusive Developing Support
Safety Believe Change-makers Connection
Sense of purpose Skill-makers
Change Working together
Respect

GREAT THINGS HAPPEN HERE

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Draft a project plan for **DEVELOPMENT** and **IMPLEMENTATION** of Indigenous Learning Outcomes

DEVELOP STRATEGY to **RECRUIT** underrepresented learners across all programs

COLLABORATE with Indigenous and International education partners on promoting meaningful shared learning opportunities for campus community engagement

Ensure staff hiring and onboarding practices and professional development **ALIGN** with college EDI framework

IMPLEMENT a secure academic records and credentialing platform, giving students ownership of their own personal information

COMMEMORATE and **COMMUNICATE** recognized dates, and organize and **CELEBRATE** 6 to 10 cultural events each year

ESTABLISH a professional entrepreneurial mentorship program that follows Canadore's EDI principles and opens up opportunities for underrepresented people

Hire an EDI **SPECIALIST** who will establish baseline EDI training metrics and lead a Learning Commons that ensures students are engaged in EDI decision-making

Review online course content to ensure **DIVERSE** and **INCLUSIVE** representation within iLearn

Improve **VISUAL, VIRTUAL, AND PHYSICAL SPACES** on campus so cultural inclusion is visible and current

Create a presence across Canadore digital platforms which demonstrates **COMMITMENT** to EDI and connects students to college supports

Establish **PARTNERSHIPS** in under-represented communities and create community-based experiential learning opportunities

Develop cultural safety, anti-racism and diversity workshops that raise student and staff **AWARENESS** of discrimination and oppression

Increase **AWARENESS** and understanding of EDI through frequent and timely events and programming

Update policies, procedures, and forms to include **INCLUSIVE** language that is gender neutral and non-binary

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