



EDII Statement

At Stenberg College, we acknowledge that our institution was established on the unceded and traditional territories of the Katzie, Kwantlen, Semiahmoo, Stó:lō, and Tsawwassen Nations. Stenberg College has a presence across the land now known as Canada, and we wish to express our respect for all the nations on whose territory we live, work, and learn.

We are committed to promoting equity, embracing diversity, fostering inclusion, and actively supporting the process of Indigenization and reconciliation. Our aim is to create a learning and working environment where every individual is respected, valued, and empowered to thrive. Through these commitments, we strive to cultivate a transformative educational experience that prepares our students to practice in a culturally humble, competent, and safe manner upon entering the workforce.

We recognize that achieving these goals requires ongoing effort and commitment, and we will pursue continuous outreach, learning and improvement in our efforts to create a more just and equitable community. We will practice transparency and accountability, encourage feedback, and work towards forging stronger connections within our communities.

Recognizing the presence of systemic racism, ableism, homophobia, transphobia, the impacts of colonialism in Canada, and other forms of bias and prejudice within and throughout our community and the broader health care, human services, and business communities, we accept the power and responsibility to foster culturally safe learning and working environments. This involves critical self-reflection on our own practices and active efforts to dismantle bias and discrimination.

Where We Are Now

As we continue our journey towards equity, diversity, inclusion, and Indigenization (EDII), we are currently deeply involved in the following initiatives:

- We have conducted our first annual inclusion survey and have examined the results to gain insights into the experiences of our faculty and student community. Investing in self- and group education regarding EDII-related issues within our teams. We understand the importance of continuously expanding our knowledge and awareness of EDII-related issues. Our teams are actively participating in educational activities, discussions, and workshops to deepen our understanding and challenge our assumptions.
- We are reviewing our mission and values, understanding the necessity for our EDII-related goals to align with our core principles.

Where We're Going

Looking ahead to the next five years, our roadmap for equity, diversity, inclusion, and Indigenization (EDII) includes the following key objectives:

- Revising the questions and data collection methods for our annual inclusion survey to enhance the response rate and gather more comprehensive information.



- Finalizing our mission and values, understanding the necessity for our EDII-related goals to align with our core principles.
- Strengthening our current policies: We are committed to creating a safe and inclusive environment by refining our zero-tolerance policy for discrimination, harassment, and hate speech. Clear reporting mechanisms will be put in place to ensure that incidents are addressed promptly and effectively.
- Establishing an EDII committee: To drive and coordinate our EDII efforts, we will establish a dedicated committee comprised of individuals working at varying levels in the college, across departments in the college, and representing historically underrepresented populations. The committee will be responsible for developing, implementing, and monitoring EDII policies and initiatives. This centralized approach will enhance our ability to create sustainable change.
- Engaging in outreach and recruitment: We will broaden our outreach out to diverse communities and develop targeted recruitment strategies to attract a wider range of prospective students, faculty, and staff with a goal of reaching demographics within 2% of BC population demographics. By actively promoting diversity, we seek to create a community that reflects a rich tapestry of backgrounds and experiences.
- Continuously seek opportunities to remove barriers and strengthen inclusivity within our admissions and marketing processes. Our goal is to create a more equitable, fair, and welcoming learning environment.
- Providing EDII training: To foster a culture of awareness, understanding, and respect, we will introduce EDII training and workshops for all faculty, staff, and students. These educational initiatives will equip our community members with the knowledge and skills to engage in meaningful and inclusive interactions.
- Creating and/or connecting to support networks and resources for marginalized groups, including 2SLGBTQIA+ students, racial and ethnic minorities, and individuals with disabilities
- Implementing universal design principles in classrooms and learning spaces to improve accessibility and address diverse learning needs.

The Relationships We're Building Along the Way

Over the next five years, we will be:

- Collaborating with Indigenous communities and leaders to incorporate Indigenous perspectives and teaching across the curriculum.
- Developing partnerships and collaborations with community organizations and institutions that promote equity, diversity, and inclusion.
- Consulting industry partners to address gaps in our graduates' EDII-related knowledge and skillsets.
- Establishing a mentorship program that connects students from historically underrepresented groups with professionals and alumni who can provide guidance and support.
- Promoting culturally sensitive events, celebrations, and dialogues to increase awareness and appreciation of diverse cultures and backgrounds.



Definitions

Diversity

- The variation within a group or community in terms of individual identities, experiences, and perspectives, including but not limited to race, ethnicity, gender, age, sexual orientation, socio-economic status, religion, ability, and nationality. Embracing diversity means valuing and celebrating the uniqueness and contributions of all individuals.

Equity

- Fairness: that individuals and groups have equal opportunities for success regardless of their identities, experiences, and perspectives. Equity depends on identifying the attitudes, beliefs, practices, and policies that impede individuals or groups from having equal opportunities to achieve their desired outcome because of their identities, experiences, and perspectives.

Inclusion

- The creation of a safe and open environment in which all individuals are encouraged to participate and contribute fully to the creation of an environment, policy, or activity.

Indigenization

- The process of decolonizing and incorporating Indigenous ways of knowing into our policies, practices, curriculum, and learning environments, to recognize our responsibility in education to participate in the process of reconciliation.