



## **Equity, Diversity & Inclusion Task Force Ideal Northern College**

### **What our ideal college looks like:**

- We are welcoming and inclusive.
- We ensure all voices are heard.
- We make all services and education accessible for everyone.
- We have diverse employee demographics that represent our student and community populations.
- We are committed to removing barriers.
- We are equitable and just.
- We will ensure everyone is understood, and can contribute in a meaningful way.

### **These are some cultural issues we need to address:**

- Build a culture of respect, empowerment, accountability, self-reflection, growth and openness.
- Establish an environment conducive to allow for greater connection.
- Ensure equity, diverse representation and equal voices are at the table.
- Provide spaces for diverse populations to feel safe, welcomed and to be heard.
- Recognize and overcome bias, stereotypes, and assumptions.

### **Actions that will help us shift the culture**

- Knowledge of Indigenous history and understanding how it affects the Peoples today.
- Cultural competency training and resources.
- Review policies and procedures with an eye to EDI.
- Remove barriers to access education, employment, and other opportunities.
- Improve continuously.
- Conduct student and employee demographic surveys.
- Continue these discussions.
- Decolonize the organization.
- Create comfortable and safe spaces.
- Increase Indigenous and diverse representation in employee groups to represent our students and communities.