PROGRAM & ORGANIZATIONAL POLICIES

• Ongoing program and policy review to develop an equitable and inclusive program framework
  • Continued provision of dedicated scholar mental health support service
  • Analysis of Y1 scholar equity questionnaire results
    • First-year residence top-up fund piloted to ensure scholars are fully supported to live in residence in first year
    • Launch of a scholar support fund to address unforeseen financial barriers to program participation
    • Redevelopment of Orientation Trip with accessibility and inclusivity lens
    • Launch of Y2 scholar equity questionnaire
    • Release Scholar Handbook
    • Development of an event accessibility checklist

• Equity centred leadership training plan for scholars
  • Added module on Reconciliation with Indigenous Communities

Scholar Feedback:

• Scholar conversation circles hosted in 2022 for dialogue about: Equity Leadership Programming, Summer experiences, Mentorship experiences, Outward Bound trip experiences, STEM scholar experience

• Established Loran Code of Conduct

SELECTIONS AND OUTREACH

• Refresh Loran’s brand to communicate Loran’s belief that character, service, and leadership manifests differently in different contexts and circumstances

• Increase partnerships with equity-deserving youth-centric groups (ongoing)
  • Develop and deliver annual Anti-bias/anti-oppression training for selections volunteers
    • New module developed in partnership with an Indigenous Elder to help volunteers better understand Indigenous leadership and community engagement

INTERNAL CAPACITY BUILDING

• Ensure annual volunteer network represents the Canadian percentage of racialized people (27%)

• Implement referral process and compile resources for scholars requiring support from campus DEI offices and student led groups
  • Campus service links for mental health and support services provided on scholar portal; additional DEI resources in progress

• Ongoing equity centred training for staff:
  • Completed: First-Light Indigenous Cultural Diversity Training; Equity-Lens work

• Improve recruitment and retention of diverse staff and board (ongoing)

TRUTH & RECONCILIATION

• Establish a working group to provide guidance and direction regarding how Loran can share responsibility with Indigenous communities to support the growth of emerging Indigenous leaders

• Develop a set of recommendations to help Loran better support Indigenous candidates and scholars

DATA COLLECTION & COMMUNICATION

• Audit of existing data sources focusing first on Program Outcomes