

MAY 2022

MAY 2023

• Completed • In progress • To come

Q1

Q2

Q3

Q4

Q1

Q2

Q3

Q4



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**

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