

Equity, Diversity, Inclusion, and Anti-Racism Action Plan

Year 3 Progress Update



● Completed ● In progress ● To come

MAY 2023

MAY 2024

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 Y2 scholar equity questionnaire results
 - Permanent first-year residence top-up fund established to ensure scholars are fully supported to live in residence in first-year
 - Living stipend and tuition waiver increase to address cost of living barriers
 - Continuation of Scholar Support Fund to address unforeseen financial barriers to program participation
 - Scholar Handbook in use
 - Event accessibility checklist in use
- Launch of Y3 scholar equity questionnaire
- Equity centred leadership training plan for scholars
 - Completed four-year arc for Scholars' Retreat sessions
- Loran Code of Conduct in use
 - Scholar Feedback: Scholar conversation circles hosted in 2023 for dialogue about: Francophone inclusion at Retreat, Program Evaluation Mechanisms



Selections & Outreach

- Increase partnerships with equity-deserving youth-centric groups
 - Currently connected with 300+ youth-serving organizations with a focus on equity-seeking youth including BIPOC, rural, northern & francophone; every year we add to this list and establish new partnerships.
 - Develop and deliver annual Anti-bias/anti-oppression training for selections volunteers
 - New module developed on bias in Selections
- Refresh Loran's brand to communicate Loran's belief that character, service, and leadership manifests differently in different contexts and circumstances
 - Launched new website and refreshed messaging & brand



Internal Capacity Building

- Ensure annual volunteer network represents the Canadian percentage of racialized people (27%)
- Improve recruitment and retention of diverse staff and board
- 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
- Ongoing equity centred training for staff
 - Knowledge building with Bill Reid Gallery and Millbrook Cultural Centre
 - Finalize Loran's Equity-Lens Handbook



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
 - Integrate recommendations into future year action items



Data Collection & Communication

- Audit of existing data sources focusing first on Program Outcomes
 - Pilot program evaluation framework
- Establish a working group to provide guidance and direction on a data collection & communication framework for Loran
 - Develop a set of recommendations to help Loran adequately collect data and track and measure progress

Q1

Q2

Q3

Q4

Q1

Q2

Q3

Q4

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