

Equity and Inclusion Advisory Group: Invitation to Join

Loran Scholars Foundation is looking for two (2) enthusiastic and dedicated volunteers to serve on the Equity and Inclusivity Advisory Group (EIAG).

EIAG Purpose And Scope

The purpose of the EIAG is to provide informed advice and guidance to the Loran Scholars Foundation (the Foundation) in developing inclusive programs, policies, and practices, and creating a culture and opportunities to candidly discuss and move the agenda forward on equity, inclusion, anti-racism, and anti-oppression, with a focus on addressing systemic oppression, specifically anti-Black racism, anti-Indigenous racism, racism against people of colour, Islamophobia, homophobia, transphobia, and ableism.

Member Duties and Responsibilities

- Advise, support and problem-solve programs, policies, and processes ensuring that these are aligned with the [Foundation's Equity, Diversity, Inclusion, and Anti-Racism Framework](#).
- Work together to monitor the internal accountability framework.
- Monitor program implementation and performance, and advise on promising practices.
- Consider and recommend appropriate ways for the regular input of in-stream scholars, e.g., an annual survey of scholars.
- Demonstrate respect for EIAG members, including the Chair, invited contributors, Foundation staff, and the broader community.
- Respect and give fair consideration to diverse and opposing viewpoints.
- Operate and advise in accordance with the Ontario Human Rights Code and Canadian Charter of Rights and Freedoms where every member of the Advisory Group has the right to freedom from discrimination or harassment.
- Make every effort to attend scheduled meetings. When conflicts or unforeseen circumstances arise, members should, whenever possible, inform the Foundation of their intended absence.

Recruitment Priorities & Competencies

The Loran Scholars Foundation is committed to diversity, equity, and inclusion and welcomes applications from all qualified community members, particularly from Indigenous, Black, and other historically marginalized communities.

Currently, we are welcoming applications from individuals who have supported Loran applicants, candidates who have been involved with the Loran program as a volunteer and/or scholar, and those who possess and demonstrate an understanding of systemic racism, equity, and inclusion grounded in lived experience. In addition, we are looking for those with competence, skills, and expertise in the following areas:

- Data collection & communication
- Reconciliation with Indigenous Peoples
- Learning and evaluation
- Research

Member Terms

Three years with the possibility for renewal

Meetings:

- Advisory Group members are expected to attend 3 -4 online meetings (usually 2.5 hours and held on weekdays in the afternoon EST)
- Meetings are pre-scheduled in November, March, June (subject to change)
- Meetings are conducted in English

Successful candidates must demonstrate:

- Commitment to the advancement of Loran's equity and inclusion vision and values
- Ability to make the time commitment as detailed above
- Ability to contribute skills and attributes to EIAG discussions and decision-making
- Experience with the Foundation, e.g., as alumnus or volunteers

If you are interested in this role, please email Chanel Grenaway (chanel@chanelgrenaway.com) by **Friday, Nov. 1, 2024, 5 pm ET** with answers to the following questions:

1. Why are you interested in joining this Advisory Group?
2. What is your connection to Loran?
2. What skills and experiences will you contribute as a member of this Advisory Group?
3. Are there any conditions or accommodations that you require to enable your participation?

Please limit each answer to a maximum of 100 words. If you would prefer to submit your application by video or as an audio recording, we would be happy to accommodate.

Applications will be received and reviewed by a third party who will create a shortlist; the shortlist will be reviewed, and final decisions made by a subset of the existing EIAG members and Loran staff.

If you have any questions or require more information, you are welcome to contact meghan.moore@loranscholar.ca or the EIAG Co-Chairs, Esha Bhandari (eshabhandari@gmail.com) or Gordon Martell (gaml31@mail.usask.ca).