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