

MAY 2021

MAY 2022

● Completed ● In progress ● To come

Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4

## PROGRAM & ORGANIZATIONAL POLICIES

- **Developed an ongoing equity-centred leadership training plan for scholars**
  - Launched ongoing mandatory training in three areas: sexual violence & consent; equity-centred leadership; reconciliation with Indigenous communities and cultural competency
  - Formalized multiple scholar feedback channels
- **Ongoing program & policy review to develop an equitable and inclusive program framework**
  - Financial review and increased funding approved 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
  - Created Scholar Advisor role to enhance mentorship program with a focus on recruiting a more diverse pool
  - Revised summer program to include formal employment grant for internships with increased funding
  - Continued provision of dedicated scholar mental health support service
  - Launched annual scholar equity questionnaire
  - Develop a Scholar Handbook
  - Established Loran's first Equity, Diversity, Inclusion, and Anti-Racism Policy
  - Develop draft code of conduct
  - Finalize code of conduct

## SELECTIONS AND OUTREACH

- Develop and deliver annual anti-bias/anti-oppression training for Selections Volunteers
- Annually augment the team with a part-time Indigenous Outreach Coordinator to support application outreach
- Refresh Loran's brand to communicate Loran's belief that character, service and leadership manifest differently in different contexts and circumstances
- Increase partnerships with equity-deserving youth-centric groups (ongoing)

## INTERNAL CAPACITY BUILDING

- Ensure annual volunteer network represents the Canadian percentage of racialized people (27%)
- Employ restorative justice approach to repair and restore trust
- Developed an ongoing equity-centred training plan for staff
  - Completed: Indigenous Cultural Competency Cycles 1 & 2; Anti-Black Racism; Working with an Equity Lens
- Improve recruitment and retention of diverse staff and Board
- Review of donor stewardship and community-building events to ensure supportive environment for scholars
- Implement referral process and compile resources for scholars requiring support from campus DEI offices and student-led groups

## DATA COLLECTION & COMMUNICATION

- Audit of existing data sources
- Data collection framework recommendations

## TRUTH & RECONCILIATION

- Establish a working group to review the TRC Calls to Action
- Develop a Truth & Reconciliation plan for Loran

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