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

Year 5 Progress Update

Loran

● Completed ● In progress ● To come

MAY 2025 — MAY 2026

Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4

Program & Organizational Policies

- Maintain an ongoing equity-centred leadership training plan for scholars
  - Equity-centered leadership training delivered annually at the Scholars Retreat: Generative Conflict Skill Building session; Haudenosaunee Perspectives on Leadership
  - Created new Alumni Peer Facilitator role to support Retreat programming
- Ongoing program and policy review to maintain an equitable and inclusive program framework
  - Continued provision of dedicated scholar mental health support service
  - Continuation of Scholar Support Fund to address unforeseen financial barriers to program participation
  - Analysis of Y4 scholar equity questionnaire results
  - Launch of Y5 scholar equity questionnaire
  - Renegotiation of University Partnership Agreements
- Research alternative academic pathways to support scholar success
  - Design a structure to accommodate and support students (including Indigenous students) who for health and / or cultural reasons are taking a reduced course load to full degree completion.
  - Developing pilot process for acceptance from bridging programs
- Scholar Feedback: Peer Reflection Circle on Cultivating Hope; new Community Conversation model
- Key updates to Loran Scholar Handbook || Fostering Connection: Loran's Approach to Unplugged Gatherings

Selections & Outreach

- Increase partnerships with equity-deserving youth-centric groups
  - Stewardship of existing partnerships with 500+ youth-serving organizations with a focus on equity-seeking youth including BIPOC, rural, northern & francophone; expanded on an annual basis.
- Develop and deliver annual anti-bias/anti-oppresion training for selections volunteers
  - New module on anti-racism/bias including anti-Indigenous racism/bias for assessors, interviewers, and mentors
  - 2025 Retreat: Indigenous Scholar Sharing Circle and engagement of Haudenosaunee elders

Internal Capacity Building

- Ensure annual volunteer network represents the Canadian percentage of racialized people (27%)
  - 28% overall (+1%); 42% interviewers (+3%)
- Improve recruitment and retention of diverse staff and board
  - Ongoing equity-centred training for staff
    - Blanket Exercise with Under One Sky in Fredericton, NB; Mādahòkì Farm in Ottawa, ON
  - Support Indigenous scholars by researching and pursuing relationship building with external Indigenous bodies/elders/knowledge keepers
    - Knowledge sharing by Gaya'dowehs LuAnn Hill-MacDonald and Karihwakè:ron Tim Thompson

Truth & Reconciliation

- Follow through on the Truth & Reconciliation Working Group's report and 18 recommendations to advance the participation and outcomes of Indigenous candidates and scholars, in alignment with Loran's mission & mandate
  - Developing a detailed funding plan to support fundraising efforts
  - Provide opportunities at Loran gatherings to uplift and celebrate the diversity of Indigenous Nations
    - Scholar sessions hosted to celebrate: Mohawk Nation - Bear Clan from Six Nations of the Grand River Territory and Wáhta Mohawk Territory.
  - Develop a statement of commitment and belonging, transparency, and trust building from Loran to Indigenous Scholars engaging in the application and program

Data Collection & Communication

- Established Data Collection & Communication Working Group
  - Completed three meeting mandate to advise on data collection issues and framework
- Developed volunteer demographic survey
  - Launch of volunteer demographic survey

Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4

MAY 2025 — MAY 2026

● Completed ● In progress ● To come