

Our commitment to Indigenous applicants and scholars

Loran is committed to providing an environment where First Nations, Inuit, and Métis youth feel seen, respected, and supported both through the application and selections process and throughout the Loran program. This commitment is grounded in our Equity, Diversity, Inclusion and Anti-Racism Framework and in guidance from Loran's Truth & Reconciliation Working Group (TRWG). We recognize the unique relationship of Indigenous Peoples with Canada and the importance of reconciliation and self-determination in building relationships with Indigenous youth and communities.

With a focus on continuous learning and growth, our work is rooted in the following commitments:

Kinship, culture and identity are strengths. We honour and value many forms of leadership, including those rooted in community, language, culture, time on the land, and work with Elders and Knowledge Keepers.

Respectful, contextual assessment. Our selections process is holistic and contextual. We look at students' experiences and opportunities, and our goal is to fully value each applicant's unique experiences and opportunities by actively recognizing community & cultural activities and responsibilities in the selections process. We are working to strengthen volunteer training on addressing bias, anti-Indigenous racism, and understanding of the diversity of Indigenous peoples and Nations across Canada.

Cultural safety and relevant support. We work in collaboration with our university partners to connect Indigenous scholars to on-campus advising and supports, including the adjustments of program timelines when needed; we are building relationships with Indigenous Elders and Knowledge Keepers to deepen our community and organizational understanding of Indigenous expressions of character, service, and leadership.

Humility and stewardship. We are a learning organization acknowledging our origins and limitations. With humility, we commit to stewardship: strengthening our supports so Indigenous scholars can cultivate their gifts, talents and capabilities for the benefit of their Nations and communities.

Relationships and networks. We are actively growing partnerships with Indigenous communities, organizations, and volunteers to expand outreach to Indigenous applicants and to ensure that Indigenous scholars can access opportunities, mentors, and role models that are culturally responsive and shared by their own goals and priorities.

Accountability. We treat this as ongoing work, guided by Indigenous advisors, the TRWG and regular feedback from applicants and scholars.