



# EQUITY, DIVERSITY & INCLUSION

ACTION PLAN

way' ki'su'k kyukyit weyt-kp tawnshi greetings

## Selkirk College strives to create an environment that celebrates diversity and a culture of inclusion for all.

Selkirk College acknowledges its ability to connect with and contribute to the college community by empowering underrepresented voices. This requires a deep commitment to addressing the impacts of colonialism, racism and injustice and the challenges they continue to present within the college community and beyond.

To meet these commitments, equity, diversity and inclusion (EDI) lenses must be applied to the college as a whole, including the allocation of resources to the implementation and expansion of equitable practices. This work of advancing equity and diversity will be prioritized through policy development, programming and other initiatives.

This plan is a living document that captures Selkirk College's commitment to advancing equity, diversity and inclusion, and aligns with the Government of Canada's Dimensions Charter, an initiative to foster EDI in the post-secondary sector.

## Indigenous Nations

Selkirk College acknowledges the traditional territories of the First Nations of the West Kootenay and Boundary regions: the Sinixt (Lakes), the Syilx (Okanagan), the Ktunaxa, and the Secwépemc (Shuswap) peoples. The mountains, rivers, lakes, and lands of these territories have sustained life and human communities since time immemorial. Learning and education have been part of this land for millennia. Selkirk College is grateful to the keepers of these territories where we live and learn, and the wisdom and beauty that surrounds us.

Selkirk College is honoured to work with an engaged and proud Métis community who make the West Kootenay and Boundary region their home.

We honour and celebrate the values, cultures, and ways-of-knowing that all Indigenous learners bring to Selkirk College.

## Vision

- Employees, students and community stakeholders benefit from the college as an equitable, diverse and inclusive place to learn, work and grow.
- Individuals in the college community understand EDI and collaborate to continue developing and promoting it throughout the organization and community at large.
- The college identifies and removes all barriers to access and inclusion from systems, policies, practices and supports. Students have the opportunity to achieve their academic goals, and staff are able to access employment opportunities.
- Values of community, access, respect and excellence are nurtured and embedded in college culture.

## Guidance, Direction and Implementation

The *Equity, Diversity & Inclusion Plan* was developed through and is guided by the work of two standing committees: the EDI Advisory Committee and the broader Selkirk College Leadership Team.

### THE EDI ADVISORY COMMITTEE

The EDI Advisory Committee is made up of Selkirk College community members who provide advice, guidance and support to Selkirk College and the Leadership Team based on their diverse lived experiences and perspectives. The EDI Advisory Committee provides recommendations on priorities, direction and programs to enhance EDI initiatives, activities, policies and actions. The EDI Advisory Committee raises emerging issues, influences the direction of the Leadership Team's strategic priorities and supports the execution of EDI initiatives.

### THE LEADERSHIP TEAM

The Selkirk College Leadership Team listens to and values the advice provided by the EDI Advisory Committee. This advice informs the development, implementation and prioritization of EDI initiatives. The Leadership Team ensures the goals of the EDI plan are met by allocating resources and implementing EDI tactics across all divisions of the college.

## EDI Focus Areas and Broad Goals

Realizing this vision requires focus on the following seven areas, each of which has several broad goals:

1. Governance & Leadership
2. Education
3. Communication
4. Conflict Transformation
5. Student Experience
6. Employee Experience
7. Community Engagement

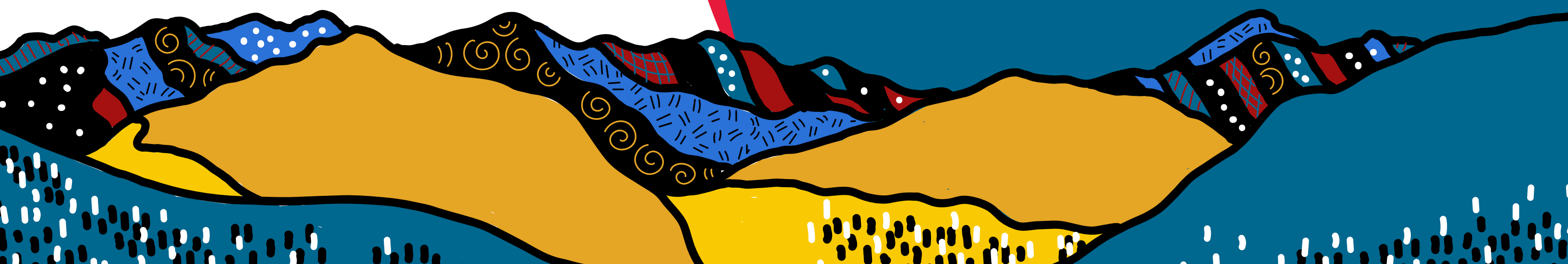
This plan applies to both the student and employee experience, and supports the college's ability to lead by example in the communities it serves. Leaders are charged with operationalizing EDI goals into their annual operating and business plans and will be held accountable for their performance.

## Governance & Leadership

EDI initiatives are more likely to succeed when they are championed and driven by senior leadership. Members of this team can ensure that organizational goal setting, resource allocation, monitoring and evaluation consider EDI commitments.

### Broad Goals:

1. Align all institutional frameworks, policies and processes (including technological, social, human, research and academic) with the principles of EDI.
2. Further develop key performance indicators and dashboard reporting to measure EDI progress.
3. Devote resources to support achievement of EDI goals.
4. Increase leadership competency around EDI by continuing to engage in learning and coaching.



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## Education

Effective organizational training and professional development sparks changes to attitudes and organizational culture and transforms the status quo.

### Broad Goals:

1. Continuously improve EDI competencies through professional development, training and communities of practice.
2. Develop a multi-year EDI training plan for new and existing employees, including the identification of learning outcomes and appropriate resourcing.
3. Develop and offer non-credit offerings and for-credit course electives in EDI.
4. Develop and offer inclusive and accessible course curriculum, delivery and assessment strategies.

## Communications

The Communications & Public Engagement department reflects the voice of Selkirk College, developing and defining the information and imagery that is shared with internal and external audiences. EDI-informed communication can raise awareness in a respectful and compelling manner that encourages engagement and understanding. Selkirk College strives to reflect the diversity of its community in communication materials.

### Broad Goals:

1. Establish a central digital location for communications around EDI.
2. Develop an EDI communications plan that celebrates diversity and brings awareness to issues of equity. This includes employee communications, web content, social media content and branded print materials.



## Conflict Transformation

As an educational institution, Selkirk College encourages all kinds of diversity, including diversity of thought. The college seeks to bridge divides through processes that encourage listening and learning from each other with curiosity, humility and empathy. Where conflicts arise, the college will endeavour to engage constructively to find resolution and, where possible, transformation. When employees or students experience harms related to EDI, the college will address them in ways that seek active accountability on the part of those responsible and reparation and healing for those affected.

### Broad Goals:

1. Provide opportunities for safe and courageous dialogue that will allow the Selkirk College community to transform conflicts and build bridges of understanding across divides.
2. Establish safe channels for staff and students who identify as belonging to marginalized and/or equity-deserving groups to report incidents of microaggression, discrimination, bullying and harassment (e.g., through an ombudsperson or similar service).
3. Implement restorative approaches for responding to harm arising from such incidents among employees and within the student population.

## Student Experience

Selkirk College is committed to creating EDI-related educational programming, learning opportunities and supports to meet the current and emerging needs of underrepresented students and their families across the communities it serves.

### Broad Goals:

1. Ensure the services (Counselling, Healthy Campus, Learning Resource Centre, Co-op Education & Employment, Library) offered are meeting students' diverse needs.
2. Fundraise for accessible facilities upgrades.
3. Fund and support student-led EDI projects, student recreation and clubs, events and gatherings.
4. Ensure welcoming and safe experiences for all students from application, enrolment, registration and through matriculation.



## Employee Experience

Selkirk College is committed to creating opportunities to grow and maintain a diverse workforce. Work will focus on applying EDI lenses to policies while removing the biases and barriers in the employment processes. The college will strive to attract, select and support marginalized candidates and make decisions that are based on skill and ability.

### Broad Goals:

1. Use EDI lenses in succession planning for executive positions and critical roles.
2. Incorporate bias-reduction strategies in all recruitment and hiring processes. Apply inclusive language in all job postings and recruitment material.
3. Develop a process for safely and respectfully collecting and analyzing relevant data and EDI metrics that will support data-informed decision-making with respect to identifying priority initiatives and allocating resources.
4. Implement inclusive onboarding processes to welcome diverse new employees and support their success at the college.

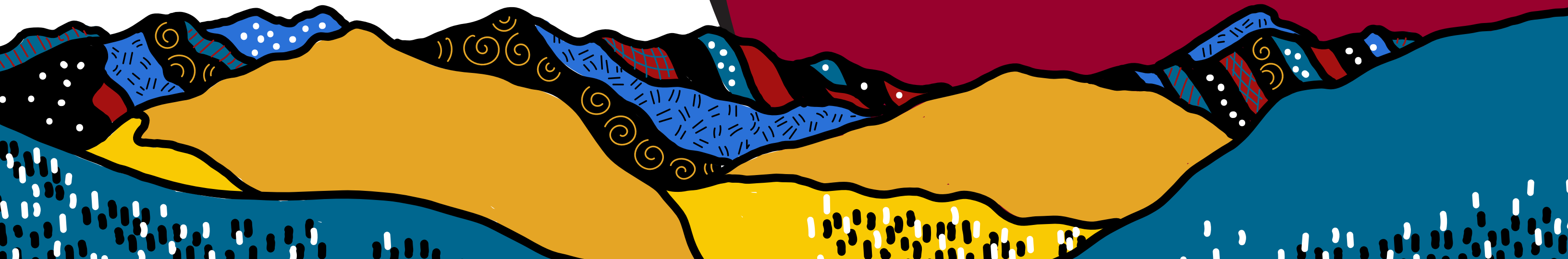


## Community Engagement

Selkirk College recognizes its leadership role in the region and is committed to building meaningful relationships with key marginalized groups and other external partners to further support and complement the successful delivery of its EDI goals. Community-level change ultimately supports students and staff in their lives beyond the college.

### Broad Goals:

1. Evaluate and pursue partnership opportunities to advocate for EDI in the community.
2. Establish authentic and meaningful relationships with local communities that have been historically overlooked.
3. Provide education and support to community organizations in topics related to EDI.



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Artist Statement by Kamala Melzack

*The artwork that was created for this plan was inspired by the diverse people and cultures that surround our beautiful region. There are so many amazing individuals here, and I wanted to reflect a special design to try and represent as much diversity as I could, using shapes and patterns in a human form. We all have a beating heart and when we show love and kindness, we can achieve great things.*

*The hands below are holding a tiger lily (a wildflower found in the West Kootenay) that represents the beauty that grows when we can work together—everyone can bring their unique strengths and creativity forth, enabling us to learn and thrive together.*

