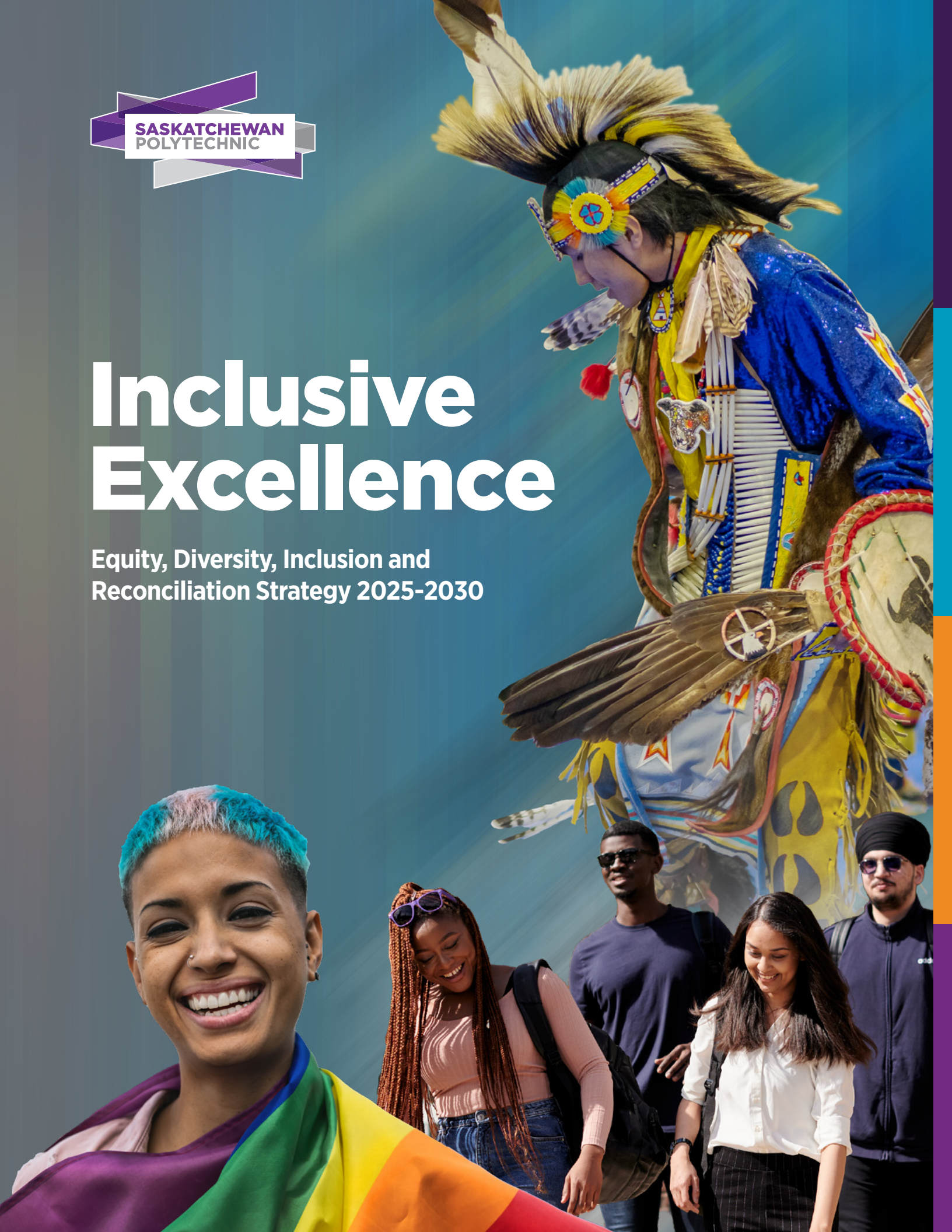




# Inclusive Excellence

Equity, Diversity, Inclusion and Reconciliation Strategy 2025-2030







## **miyo wâhkôhtowin – good relations**

This Cree phrase expresses the positive value and richness of experience that stems from interconnectedness and relationships. This worldview represents the individual and the community, and encompasses the foundation of all we do at Saskatchewan Polytechnic. We honour this principle in every interaction, institutional practice, procedure, policy and service we provide to learners, faculty, staff, alumni and our communities.

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Saskatchewan Polytechnic serves students through applied learning opportunities on Treaty 4 and Treaty 6 Territories and the homeland of the Métis. Saskatchewan Polytechnic is situated on Treaty 4 and Treaty 6 territories and the ancestral lands of the Cree, Saulteaux, Dene, Dakota, Lakota and Nakoda peoples and the traditional homeland of the Métis.

# Welcome

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**Dr. Larry Rosia**  
President and CEO

The Equity, Diversity, Inclusion and Reconciliation Strategy 2025-2030 is a significant step forward in our journey to honour, learn from, work with and support each other as one team – to affirm that through *miyo wâhkôhtowin*. Saskatchewan Polytechnic is a diverse community of students, faculty, staff and industry partners. This Strategy will help ensure that Sask Polytech is an inclusive community where everyone belongs and thrives.

*miyo wâhkôhtowin* expresses the positive value and richness of experience that comes from interconnectedness and relationships. This worldview represents the individual, and the community and encompasses the foundation of all we do at Sask Polytech.

Building on the Diversity and Inclusion Strategy Map 2017-2022, the Equity, Diversity, Inclusion and Reconciliation Strategy 2025-2030 defines a clear five-year path for progress centred around four themes:

- Culture of equity and inclusion
- *miyo wâhkôhtowin*
- Positive learning and work experiences
- Improvement and accountability

Sask Polytech has a decades-long history of evolution and growth in Saskatchewan. We have come to know the importance of relationships; to value kinship and good relations. The strategy defines the actions to continuously improve in this work. To inspire success in every learning journey, everyone must be welcomed, inspired, empowered and feel a sense of belonging.

A stylized, handwritten signature in black ink, consisting of a large, flowing 'L' followed by a smaller 'R' and a period.

**Dr. Larry Rosia**  
President and CEO

Saskatchewan Polytechnic's Equity, Diversity, Inclusion and Reconciliation Strategy 2025-2030 is positioned to engage the entire institution. Inspired by one of the strategic themes from the *Leading the Rise Strategic Plan 2020-2025* - leading an inclusive future, the Strategy is guided by our values - Respect, Integrity, Sustainability and Excellence. We are building on the foundation of miyo wâhkôhtowin - good relations. We honour this worldview in every interaction, institutional practice, procedure, policy and service we provide to learners, faculty, staff, alumni and our communities.

Sask Polytech is grateful for the input and feedback students and employees provided as the strategy was developed. Research and findings from internal consultations were positive when assessing the overall culture at Sask Polytech.

We listened and will continue to build on a strong foundation.

There are many initiatives, services, processes, policies and procedures in place to support equity, diversity, inclusion and reconciliation throughout the institution. These continue to evolve and grow over time and schools and departments take the obligation seriously.

Input from employees and students has helped to shape the strategy, identify actions and assign priorities as we transition from and build on the *Diversity and Inclusion Strategy Map 2017-2022*. Feedback identified the need to support and assist these efforts by providing overall direction, expertise and coordination and by measuring, tracking and sharing results. To respond to this feedback, key actions in the Strategy 2025-2030 include establishing a new equity, diversity, inclusion and reconciliation council and leader position.

The commitment to being a leader in equity, diversity, inclusion and reconciliation is unwavering and it has shaped the Strategy 2025-2030 goal. We will embed equity, diversity, inclusion and reconciliation into everything we do in order to lead an inclusive future and live our values of respect, integrity, sustainability, and excellence.

Through miyo wâhkôhtowin, Sask Polytech will be a diverse and inclusive community where everyone belongs and thrives.



**Has Malik**  
Provost and Vice President,  
Academic



**Cheryl Schmitz**  
Vice President and CFO,  
Administrative Services

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**Has Malik**  
Provost and Vice President,  
Academic

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**Cheryl Schmitz**  
Vice President and CFO,  
Administrative Services

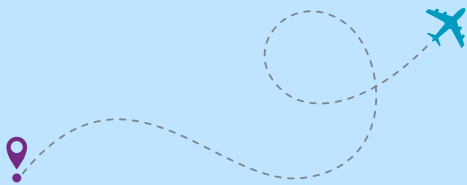
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# Introduction

While equity, diversity, inclusion and reconciliation have been a core priority for Saskatchewan Polytechnic for many years, we still have much work to do on our journey. This new Equity, Diversity, Inclusion (EDI) and Reconciliation Strategy 2025-2030 articulates our re-commitment to EDI and reconciliation, connects with our organizational strategy and provides measurable objectives to ensure that we live our commitment to “Leading an Inclusive Future”.

**Equity, diversity, inclusion and reconciliation is a priority in order to fulfill Sask Polytech’s purpose: to empower a better Saskatchewan.**

The Strategy 2025-2030 describes how the institution will move forward to proactively embed EDI and reconciliation into everything we do.



**Equity, diversity, inclusion and reconciliation is a mindset, rather than a program.**

It is a way of thinking, doing, feeling and planning that can be continually improved. It is a journey, not a destination; a process, rather than an end point.

**At its best, EDI provides the conditions for a healthy learning community where everyone feels welcomed, supported, included, valued and empowered to succeed.**

We will continuously work to integrate EDI and reconciliation, recognize systemic barriers and remove them.





# Background and History

**The development of this institution-wide EDI and Reconciliation Strategy 2025-2030 is an important milestone on Sask Polytech's journey. Our first workplace Diversity and Inclusion Strategy Map 2017-2022 paved the way for beginning our work. Successes and lessons learned from that initial diversity and inclusion strategy inform our work today.**

While the original workplace Diversity and Inclusion Strategy Map focused primarily internally, our new EDI and Reconciliation Strategy 2025-2030 encompasses both internal and external stakeholders and will engage the entire institution in implementation. It will also supplement the equity, diversity, inclusion and reconciliation related work and strategies specific to various services, schools and departments.

The Indigenous Student Success Strategy 2025-2030 - *Wichitowin ahci kaskihtamâsowin ati nikan* - Michif for helping each other with success builds on 15 years of strategy to increase the retention, recruitment and success of Indigenous students. The primary objectives of the strategy are to welcome, inspire and empower Indigenous students, but most of all, ensure Indigenous students feel a sense of belonging at Sask Polytech.

Equity, diversity, inclusion and indigenization (EDI) is a core pillar of the Office of Applied Research and Innovation's work. A formal EDI Plan to guide all applied research considerations was adopted in 2023.

EDI-related groups have been established on all four campuses, including the Equity, Diversity and Inclusion Leadership Council, the Indigenous Strategy Advisory Committee, Campus Equity Committees, Communities of Practice, Cultural Cafes and Accessibility Services.

With this new EDI and Reconciliation Strategy 2025-2030, we will enhance and expand the learning and development opportunities that have already begun around EDI and reconciliation for all leaders, faculty and employees.

Sask Polytech has made a number of commitments to equity, diversity, inclusion and reconciliation which provide us with continued motivation and accountability:

- Truth and Reconciliation Commission Calls to Action
- Colleges and Institutes Canada Indigenous Education Protocol
- United Nations Sustainable Development Goals
- Okanagan Charter
- 50-30 Challenge
- Equity, Diversity and Inclusion charter with the Canadian Institutes of Health Research, the Natural Sciences and Engineering Research Council of Canada, and the Social Sciences and Humanities Research Council of Canada.



“One of the myriad of reasons I work here is the diversity and inclusion I see at Sask Polytech, people from different ethnicities come not just as students but in the workplace as well. It is really about the opportunity Sask Polytech provides, the diversity in the workplace and the flexibility with work/life balance. Advocacy is important to me. I can be somebody who provides the relevant information to help students navigate and serve as a role model so they can be inspired to make a positive contribution to their community.”

Don Morales  
Program head, Registered Nursing Bridging Program  
for Internationally Educated Nurses



# Who We Are

The Equity, Diversity, Inclusion and Reconciliation Strategy 2025-2030 is guided by and connected to Sask Polytech's 2020-2025 Strategic Plan's institutional purpose, vision, mission and values.



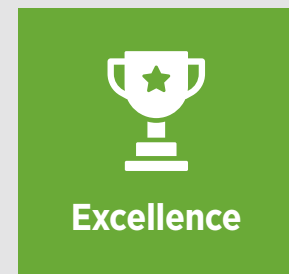
**Our purpose:** We empower a better Saskatchewan

**Our vision:** To lead the rise of polytechnic education

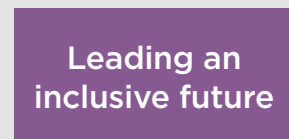
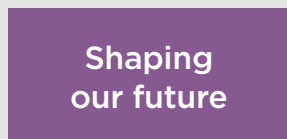
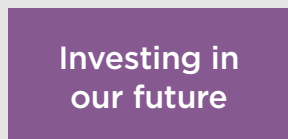
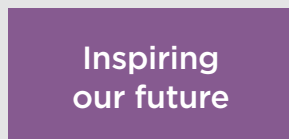
**Our mission:** Inspire success in every learning journey

## Our values:

Our values are what guide us. They represent who we are and how we behave in all our actions and interactions with every member of our community. We're committed to them no matter the context we find ourselves in. We engage our community with respect, integrity, sustainability and excellence.



## Our themes:



The themes of Leading the Rise Strategic Plan 2020-2025 incorporate EDI and reconciliation considerations throughout and the fourth theme – leading an inclusive future – specifically speaks to the importance of EDI and reconciliation in all we do.

**Leading an inclusive future:** We support a diverse and inclusive community where everyone belongs and thrives.

We:

- recognize the interconnectedness of individuals, communities and natural systems through miyo wâhkôhtowin.
- foster a learning environment that is responsive to learner needs and supports learner success.
- take an active role in removing barriers to participation of under-represented groups.

The 2025-2030 EDI and Reconciliation Strategy themes work together in interconnected ways to realize our EDI and reconciliation vision and ultimately empower a better Saskatchewan. These powerful tools act like a navigational point on the horizon leading us toward our next destination.



“

**Sask Polytech is a place of acceptance. It has that welcoming spirit and values of Indigenous heritage. Every month, we receive a calendar, via email, with events, education, courses and gatherings offered to Indigenous students. It includes smudge ceremonies, traditional food, beading, Cree language courses and more. These activities show the effort in continuing our teachings, culture and our vocal histories.**

”

**Mikayla Edy-Lizuck**  
Student, Psychiatric Nursing  
advanced diploma program



# Development of the Strategy

The Steering Committee has been working together since late 2022 to develop this institution-wide equity, diversity, inclusion and reconciliation strategy. The Steering Committee has representatives from across the institution from different divisions, departments, schools and levels, including senior leaders.

The project plan for developing the strategy included conducting an assessment of the institution using the Global Diversity, Equity and Inclusion Benchmarks (GDEIB), extensive data collection, focused interviews with senior leadership team members, a Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis and then a one-day intensive workshop to develop the first draft of the strategy action plan.

The next stages in development of the strategy involved extensive consultation with students, faculty and employees. Multiple consultation techniques were used including surveys, interviews, focus groups, as well as online and in-person town hall meetings to maximize internal participation and input.



**Assessment of institution  
using GDEIB**



**Data Collection**



**Interviews**



**SWOT Analysis**



**Workshop**



**Consultation including  
surveys, interviews, focus  
groups and town halls**

# The Strategy

One of the Leading the Rise Strategic Plan 2020-2025 strategic themes - leading an inclusive future - formed the inspiration for the EDI and Reconciliation Strategy 2025-2030.

## Vision

Through miyo wâhkôhtowin, Saskatchewan Polytechnic will be a diverse and inclusive community where everyone belongs and thrives.

## Goal

Every member of Saskatchewan Polytechnic will actively build a community where we value and respect the lived experiences and contributions of every person. We will embed EDI and reconciliation into everything we do in order to lead an inclusive future and live our values of respect, integrity, sustainability, and excellence.

## Themes

Similar to Leading the Rise 2020-2025, the EDI and Reconciliation Strategy has four themes that outline the overarching strategic goals.

### Theme 1: Culture of Equity and Inclusion

Strategic Goal: Develop and sustain an institutional culture of equity and inclusion for learner and employee success.

### Theme 2: miyo wâhkôhtowin

Strategic Goal: Enhance outreach, relationships, and partnerships with internal and external stakeholders to improve our EDI and reconciliation competency and more inclusively serve our community.

### Theme 3: Positive Learning and Working Experiences

Strategic Goal: Foster positive learning and working experiences by providing environments of learning, research, and engagement that include diverse and intersectional perspectives and multiple ways of learning, knowing, and being.

### Theme 4: Continuous Improvement and Accountability

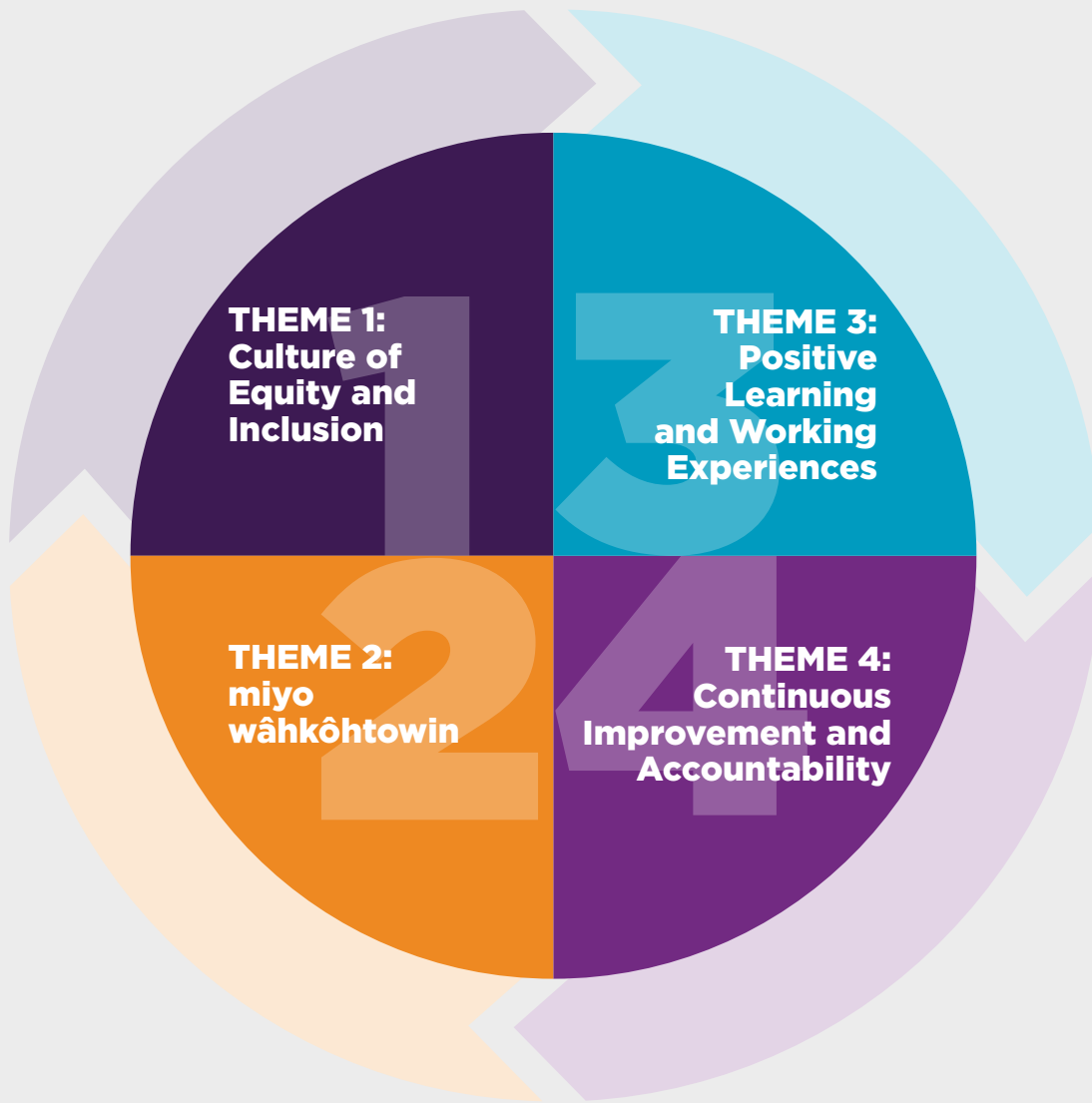
Strategic Goal: Develop mechanisms to continually assess and communicate institutional EDI and Reconciliation initiatives.

# Measuring Progress

Each of the action items in the EDI and Reconciliation Strategy will have specific key performance indicators (KPIs) and metrics. Theme 4 establishes mechanisms for continuous improvement and accountability. Additionally, the four strategy themes align to the four major groups of the GDEIB. This is one of the most widely used tools for measuring progress against diversity, equity, and inclusion goals.

**GDEIB Foundational Group**  
“Drive the strategy”

**GDEIB Internal Group**  
“Attract and retain people”



**GDEIB External Group**  
“Listen to and serve society”

**GDEIB Bridging Group**  
“Align and connect”

# Equity, Diversity, Inclusion and Reconciliation Strategy Map 2025-2030

## VISION

Through miyo wâhkôhtowin, Saskatchewan Polytechnic will be a diverse and inclusive community where everyone belongs and thrives.

## GOAL

Every member of Saskatchewan Polytechnic will actively build a community where we value and respect the lived experiences and contributions of every person. We will embed equity, diversity, inclusion and reconciliation into everything we do in order to lead an inclusive future and to live our values of respect, integrity, sustainability and excellence.

### THEMES

**1 CULTURE OF EQUITY AND INCLUSION**

**2 MIYO WÂHKÔHTOWIN**

**3 POSITIVE LEARNING AND WORKING EXPERIENCES**

**4 CONTINUOUS IMPROVEMENT AND ACCOUNTABILITY**

### GOALS

Develop and sustain an institutional culture of equity and inclusion for learner and employee success.

Enhance outreach, relationships, and partnerships with internal and external stakeholders to improve our EDI and Reconciliation competency and more inclusively serve our community.

Foster positive learning and working experiences by providing environments of learning, research and engagement that include diverse and intersectional perspectives and multiple ways of learning, knowing and being.

Develop mechanisms to continually assess and communicate institutional EDI and reconciliation initiatives.

### HIGH-LEVEL ACTIONS

- Establish executive-led EDI and Reconciliation Council.
- Establish EDI and Reconciliation leader and office.
- Implement an EDI and Reconciliation communications plan.
- Provide EDI and Reconciliation leadership development.
- Develop and implement an anti-racism/anti-oppression Strategy.
- Develop and implement an institution-wide Reconciliation Strategy.
- Conduct a systematic policy review.

- Enhance internal and external partnerships.
- Create and implement an annual EDI and Reconciliation engagement plan.
- Enhance participation in and recognition of days of recognition and community crisis support events.
- Develop policies to enable employees and students to participate in cultural and community events.

- Improve accessibility and inclusivity of physical spaces, websites and digital media.
- Develop and implement a comprehensive EDI and reconciliation multi-stage curriculum for employees.
- Establish support systems.
- Conduct a curriculum review through an EDI and reconciliation lens.
- Enhance EDI and reconciliation content in employee onboarding and student orientation.

- Establish EDI and reconciliation performance goals for all employees.
- Improve reporting on EDI and reconciliation progress by establishing monthly reports from each department to the SLT and an annual report on EDI and reconciliation.
- Embed EDI and reconciliation measures in institutional scorecard.
- Embed EDI and reconciliation as a core criterion in institutional processes, business planning and priority setting.
- Improve demographic data collection of employees and students for more advanced EDI and reconciliation metrics.

## GUIDING PRINCIPLES

Reflect Saskatchewan Polytechnic's values of respect, integrity, sustainability and excellence.

Foster visible and engaged sponsorship by leaders at all levels to help champion cultural change.

Foster community engagement approaches and empower local champions and change agents.

Align resources and budget to support the implementation of the EDI and Reconciliation Strategy.



“

**My experience here at Sask Polytech has been an amazing one. In one word I would describe it as empowering. Instructors are super friendly and helpful. I got help and support from different student services available at campus. We have an amazing student association organizing different fun events to add to the journey. I am super grateful for the experience.**

”

**Smriti Bhattarai**

Environmental Engineering Technology diploma program



# 1

## Theme One: Culture of Equity and Inclusion

### Strategic Goal: Develop and sustain a culture of equity and inclusion for learner and employee success.

#### ACTION

- 1.1 Executive-led EDI and Reconciliation Council**

Establish a permanent institution-wide EDI and Reconciliation Council, led by the president or a VP.
- 1.2 EDI and Reconciliation leader**

Establish a senior position for EDI and Reconciliation.
- 1.3 EDI and Reconciliation office**

Establish an EDI and Reconciliation office, led by the new senior EDI and Reconciliation leader, with appropriate administrative and communications resources - to drive EDI and Reconciliation Strategy and lead from a provincial perspective.
- 1.4 Committee refresh**

Review of institution and campus EDI and Reconciliation committees. Enhance and promote EDI and Reconciliation committees.
- 1.5 EDI and Reconciliation communications plan**

Create an EDI and Reconciliation communications plan which is reviewed regularly with cascading communications through multiple channels.
- 1.6 Leadership development**

EDI and reconciliation development plans for SLA members, with accountability to the president, and regular reports on progress.
- 1.7 Reconciliation Strategy**

Create an institution-wide reconciliation strategy.
- 1.8 Anti-racism/anti-oppression strategy**

Develop and implement an anti-racism/anti-oppression strategy.
- 1.9 Talent management review**

Conduct an EDI and reconciliation audit of hiring, advancement, development and promotion policies and processes as well as retention statistics by demographic. Revise policies and processes and provide learning and development to HR and hiring managers on mitigating bias in talent management.
- 1.10 EDI and Reconciliation policy enhancement**

Develop and implement policies and procedures that hold employees and learners accountable to EDI and reconciliation by identifying consequences.
- 1.11 EDI and Reconciliation forums**

Create regular forums of engagement with students and employees to discuss EDI and reconciliation topics and feedback.
- 1.12 Psychological safety**

Provide development to leaders and managers on psychological safety. Leadership to develop and model a “challenge culture”.
- 1.13 Policy review**

Conduct a systematic review of all institutional policies, procedures and programs through an EDI and reconciliation lens to embed inclusive language and remove barriers.



# 2

## Theme Two: miyo wâhkôhtowin

### Strategic Goal: Saskatchewan Polytechnic will enhance outreach, relationships and partnerships with internal and external stakeholders.

#### ACTION

##### 2.1 Partnership database

Identify and centrally locate/store existing relationships with equity-deserving groups.

##### 2.2 EDI and Reconciliation engagement

Create an annual engagement plan to seek input and guidance from equity deserving groups to inform decision-making which is reviewed annually and revised if needed.

##### 2.3 Community support

Leaders, faculty and employees commit to being visibly present at regularly scheduled and crisis-related initiatives and events which are important to equity-deserving groups.

##### 2.4 Network engagement

Leverage existing community networks and relationships and explore new ways to engage equity-deserving groups in meaningful dialogue to identify and eliminate barriers.

##### 2.5 Sponsorship

Consolidate or create a community-based donation/sponsorship program to support equity-deserving groups and initiatives, meet EDI and reconciliation goals and build Sask Polytech's EDI and reconciliation reputation.

##### 2.6 Cultural / community events and recognitions

Host events to honour days of recognition (e.g. Powwow, Pride, Black History Month, Learning Disabilities Awareness Month, Disability Employment Awareness Month etc.) available to internal and external stakeholders to facilitate knowledge exchange and community connections.

##### 2.7 Rapid response

Develop a consistent, fair process for responding publicly and/or internally to international, national and provincial where equity-deserving groups are disproportionately affected.

##### 2.8 Enable community participation

Develop a policy toward enabling employees, faculty and students to participate in cultural activities.



# 3

## Theme Three: Positive Learning and Work Experiences

**Strategic Goal: Sask Polytech will foster positive learning and working experiences by providing environments of learning, research and engagement that include diverse and intersectional perspectives and multiple ways of learning, knowing and being.**

### ACTION

- 3.1 Accessibility of physical spaces**  
Conduct accessibility audits of facilities (e.g., Rick Hansen Foundation audit & certification) to identify opportunities to improve accessibility of all physical spaces to support the needs of our diverse community.
- 3.2 Accessibility awareness campaign**  
Develop and execute an educational campaign for students, employees, and faculty, on the duty to accommodate, as well as how to request and offer accommodations. This could include mandatory training for employees/faculty.
- 3.3 Inclusivity of physical spaces**  
Create and promote reflection spaces in every location to respond to the unique needs of Sask Polytech community members (e.g. privacy pods).
- 3.4 Diversity of imagery and symbols**  
Audit visual imagery and signage to better represent the diversity of our community through improving language and visual symbols.
- 3.5 Improve inclusivity of learning and meeting environments**  
Conduct an audit and develop a plan to provide more equitable opportunities for students and employees to engage fully in their various learning/meeting environments.
- 3.6 Accessibility of websites**  
Conduct a Web Content Accessibility Guidelines accessibility audit of all internal and external websites and develop a plan for improving accessibility - prioritizing student needs first.
- 3.7 EDI and Reconciliation training and awareness**  
Develop a multi-stage curriculum of formal and informal EDI and reconciliation learning and development pathways for current employees via an annual training calendar.
- 3.8 Support systems**  
Establish support systems to address diverse student and employee needs and promote wellness and thriving.
- 3.9 Video for students**  
Create a video tutorial for new students on Sask Polytech's dedication to EDI and reconciliation and who to contact for more info/issues.
- 3.10 Curriculum review**  
Review all curriculum and teaching materials with an EDI and reconciliation lens, ensuring inclusive language and removal of barriers. Embed EDI and reconciliation content in all programs.
- 3.11 Student orientation**  
Embedded EDI and reconciliation awareness training in student orientation activities.
- 3.12 Orientation course**  
Create a mandatory introductory orientation course for new students and employees that includes EDI and reconciliation learning outcomes, among other content such as student development, academic expectations, etc.
- 3.13 Onboarding**  
Integrate EDI and reconciliation training and awareness opportunities for new employees.



# 4

## Theme Four: Continuous Improvement and Accountability

**Strategic Goal: Develop mechanisms to continually assess and communicate institutional equity, diversity, inclusion and reconciliation initiatives throughout the community.**

### **ACTION**

- 4.1 EDI and reconciliation performance goals**  
Develop and implement annual performance goals in performance management specific to EDI and reconciliation.
- 4.2 EDI and reconciliation annual report**  
Create an annual EDI and Reconciliation report, goals and progress against goals.
- 4.3 Embed EDI and reconciliation**  
Embed EDI and reconciliation into institutional processes including business planning and priority setting.
- 4.4 Improve demographic data collection**  
Self Identification Questionnaire (SIQ) campaign for all existing employees. Ensure SIQ is added to onboarding process for new employees and investigate expanding the dimensions of diversity.
- 4.5 Address representation gaps**  
Establish specific goals to increase representation of under-represented groups in faculty, manager, Senior Leadership Assembly, and Senior Leadership Team positions.
- 4.6 EDI and reconciliation balanced report card**  
Develop an EDI and Reconciliation measurement framework/dashboard.
- 4.7 Embed EDI and reconciliation measures**  
Add EDI and reconciliation measures to corporate scorecard.
- 4.8 Central EDI and reconciliation data repository**  
Create a central repository for EDI and reconciliation data collection and reporting on progress against strategic goals.
- 4.9 Monthly EDI and reconciliation report to SLT**  
Each department is to produce a monthly report to SLT on departmental implementation of the EDI and reconciliation strategy.
- 4.10 Demographic data collection in hiring process**  
Add SIQ questions to all job applications, then SIQ of new hires to determine if some groups are being disproportionately eliminated during the hiring process.
- 4.11 Employee engagement communication and action plan**  
Improve communication of Employee Engagement Survey results as well as actions taken to respond to employee feedback.
- 4.12 EDI and Reconciliation research and benchmarking**  
Engage in EDI and reconciliation research, including benchmarking Sask Polytech against other polytechnics and post-secondary educational institutions, as well as research on the impact of EDI and reconciliation on student success and learning outcomes.
- 4.13 PMP audit**  
Conduct an audit of performance reviews by gender and race for signs of bias and disproportionate prevalence of “personality feedback” or “non-actionable feedback” rather than performance feedback.
- 4.14 Exit interviews**  
Add EDI and reconciliation questions to exit interviews.
- 4.15 Demographic data collection of students**  
Conduct an annual census of students.





# Glossary

## **Equity**

Equity is actively and intentionally ensuring justice and fairness in outcomes for all people.

## **Discrimination**

The unjust or prejudiced treatment of people based on aspects of identity.

## **Diversity**

The many shared and different individual and group experiences, values, beliefs, and characteristics among people.

## **Inclusion**

The active and intentional promotion of a sense of belonging and dignity that ensures all people are safe, respected and valued.

## **Bias (conscious or unconscious)**

Bias is a disproportionate weight in favor of or against an idea or thing, usually in a way that is closed-minded, prejudicial, or unfair.

## **Microaggression**

Microaggression is a term used for commonplace verbal, behavioral or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.

## **Barrier**

Anything that prevents or blocks people from participating in society fully and equally.

## **Marginalization**

Disadvantaging or excluding some communities, individuals and aspects of identity in relation to others. People who experience marginalization may or may not also view it as part of their personal identity.

## **Oppression**

The unjust or cruel exercise of power or authority resulting in one group benefiting at the expense of another. People who experience oppression may or may not also view it as part of their personal identity.

## **Reconciliation (related to Indigenous reconciliation)**

The effort made by individuals, groups, institutions and government to acknowledge past and ongoing effects of colonization on Indigenous Peoples and action to establish and maintain respectful relationships between Indigenous and non-Indigenous communities. Reconciliation in Canada is an ongoing process that involves addressing past harms and giving power back to First Nations, Métis, and Inuit communities.

## **Systemic**

Occurring, reproduced and reinforced at an institutional or societal level. Intersectionality A way of understanding the many overlapping and interconnected aspects of identity that shape how people exist and are perceived, especially as related to marginalization.

Canadian Centre for Diversity and Inclusion. (2023, May). CCDI Glossary of IDEA terms, Version 2.0. CCDI, <https://ccdi.ca/glossary-of-terms/>





[saskpolytech.ca](http://saskpolytech.ca)