

OFFICE OF THE OMBUDSPERSON & EQUITY, DIVERSITY AND INCLUSION



VOLUNTEER DAY - BROWN BAGGING FOR CALGARY'S KIDS



The teams from SAIT's EDI, Ombudsman's office, Student Engagement and Community Conduct volunteered at the Brown Bagging for Calgary's Kids on April 3, 2023. The teams prepared 2079 lunches for 6000 kids in Calgary in over 220 schools partnering with the [BB4CK](#).

OFFICE OF THE OMBUDSPERSON

- Certified Service Dog stickers will be going up across campus to spread awareness that SAIT welcomes service dogs on campus. Remember the 3 rules for service dogs – no touch, no talk and no eye contact. Please feel free to reach out to the Ombudsperson or Accessibility Services if you have any questions about service dogs on campus.



- The Office of Community Conduct and the Ombudsperson have been meeting with academic schools/departments to discuss administrative fairness and the academic misconduct process – if you have any questions or would like to have the OCC and Ombudsperson come speak to your group, please feel free to reach out to the [Office of Ombudsperson](#).
- Accessibility Services and the Ombudsperson have recorded an informational video for faculty and staff on accommodations – you can access this video in the Digital Learning Exchange channel.

OFFICE OF EQUITY, DIVERSITY & INCLUSION

- Have a look at the [Equity, Diversity and Inclusion Work Plan 2022/23](#), which shows alignment of efforts and breaks down how the EDI Strategy will be implemented this year. Please contact inclusion@sait.ca with any comments on questions related to the work plan.
- ICYMI: The February [Recruiting Insights Newsletter](#) featured information related to the diversity recruitment data captured in Lever, SAIT's applicant tracking system. An overview of application vs hired candidates by equity-deserving group, paired with hiring tips to consider, is provided for review. We recommend taking time to review this information if you are a Hiring Manager.
- Offering [Equity, Diversity and Inclusion Moments](#) are great way to start your team meetings and keep EDI top of mind while doing your daily work. A reminder there is an archive of examples available on SAITNOW to use as inspiration.
- Looking for an EDI icebreaker to use as a team building activity? Try these options to bring an inclusion lens to your team dynamics. We recommend starting with "What's in a Name?" and following up with 'Get To Know You" later on. It is a good idea to set the expectation that team members share as much as they are comfortable.

What's in a Name?

Step 1: Share your full name.

Step 2: Discuss answers to these questions in your group:

- Describe the origin of your name (e.g. cultural, familial)
- Why were you given that name?
- Is it linked to another person in the family? How?
- What are the naming conventions in your family?
- How is that convention related to your cultural background?
- What does your name mean?
- Do you think your name affects the way people interact with you?

Get To Know You

Step 1: Circulate the questionnaire in advance:

- Something you can't tell by looking at me is _____. It's important that you know this because _____.
- What is your communication style?
- How do you like to be recognized for achievements?
- How do you like to receive feedback?

Step 2: Have each team member share their answers with the group.

Step 3: Discussion: What did you learn about your colleagues?

PRIDE AT SAIT

- Next session of Queer Inclusion and Belonging Module 2: Creating an Inclusive Environment is April 18. Register [here](#).
- Want to help make SAIT a more inclusive place? Pride at SAIT is looking for a new Committee member! Check out this [link](#) if you are interested in joining.

PERS 148 – INTRODUCTION TO EFFECTIVE INTERCULTURAL COMMUNICATION

PERS 148 is a six-week facilitated online course designed to help build intercultural understanding, and self-awareness and boost communication skills. Upon completion, you'll earn a micro-credential badge- a visual way to display your new skill set on LinkedIn.

There are still available slots for the Spring and Summer 2023 classes:

- Register [here](#) for the evening session that is starting on Tuesday, May 16, 2023 – June 20, 2023, from 5 pm – 6 pm.
- Register [here](#) for the daytime session, starting on May 17 – June 21, 2023, from 12 pm – 1 pm

This six-week free course has a \$1,000 value — but for you it's free!

INTEGRATED POST-SECONDARY EDUCATION (IPSE)

SAIT formed a partnership with the Integrated Post-Secondary Education Society of Alberta (IPSE Alberta to increase access for students with disabilities to courses and programs) in 2022. Since its launch, SAIT's objective of continuously providing an inclusive learning environment to all students is progressing towards realization. Also, one of the goals of SAIT's Equity, Diversity, and Inclusion Office is to foster a welcoming

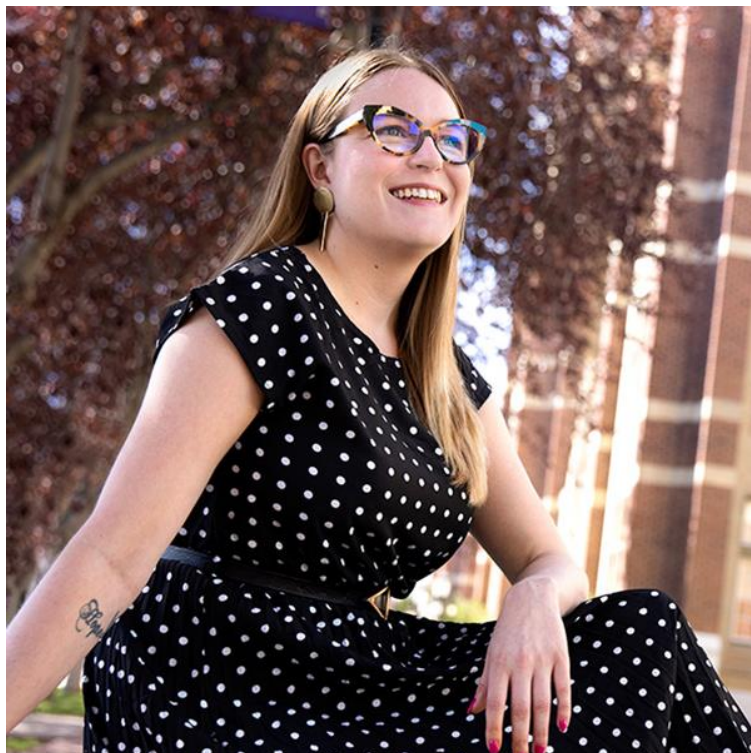
environment for all students to have a sense of belonging and value. After conducting an online survey, completed by IPSE student's instructors following the first two Fall semester courses, we are proud to report that both SAIT's objective and the EDI Office's goal have been successfully achieved.

INTERNATIONAL WOMEN'S DAY CONFERENCE AND CELEBRATION



[Women in Trades and Technology](#) hosted the 5th Annual International Women 's Day Conference and celebration, held virtually and in-person, on March 8th to celebrate with women around the globe, in the SAIT community, and in the trades and tech industries. The powerful keynote speakers and panelists embraced theme, **#EmbraceEquity**. The many speakers delivered poignant messages on how to champion inclusion in daily life.

INCLUSION TALKS



[Madeleine MacDonald](#), SAIT's School of Hospitality and Tourism Instructors, discussed current issues within the hospitality industry and tips on bystander intervention and prevention during the March 27 [Inclusion Talks](#) session.

NEURODIVERSITY ALLIANCE

The Neurodiversity Alliance started at the end of February 2023 and quickly put things into place to plan SAIT's Neurodiversity Celebration week Mar 13-19 (which is worldwide initiative that challenges stereotypes and misconceptions about neurological differences.) The Neurodiversity Alliance contributes to the development and implementation of community education, training, resources and groups to support students that identify as neurodivergent. The committee will work to build capacity in SAIT schools, programs and instructors to better support neurodivergent students. The committee is also committed to building relationships with community partners to access their expertise and bring that information into the SAIT community.

RAMADAN CELEBRATION



Hosted by the [Office of Student Engagement](#) in partnership with the [International Centre](#) and [Office of Equity, Diversity & Inclusion](#).

On March 22, booths were set up in Stan Grad, Johnson-Cobbe, Senator Burns & Aldred Centre from 11 am – 1pm for the SAIT community to learn about how and why [Ramadan](#) is celebrated and grab a free cookie.

BLACK EMPOWERMENT AND EXCELLENCE AT SAIT COMMITTEE



The BEES in Collaboration with the Afro Caribbean Student Association hosted the 2023 Black History Month events in February. The committee organized [the Ice Breakers documentary review \(February 8, 2023\)](#), [Conversation with Distinguished Immigrants panel discussion \(February 16, 2023\)](#), Paint n' Chill and Flash Mob Challenge (February 27, 2023) and [Black Like Who? Book Review discussion \(February 28, 2023\)](#).

For more pictures from the Flash Mob Dance Challenge and Paint 'n' Chill click [here](#)