

## **May 2023 Newsletter: Ombudsperson and Equity, Diversity and Inclusion**

### **OFFICE OF EQUITY, DIVERSITY & INCLUSION**

#### **Did you know?**

SAIT has an Equity, Diversity and Inclusion (EDI) Advisory Council composed of a cross-functional group of key stakeholders. The council meets monthly to implement the Equity, Diversity and Inclusion Strategy (2020-2025) and make recommendations on EDI issues as they arise to Executive Management Council (EMC). Ultimately, the EDI Advisory Council exists to ensure a healthy campus wherein the SAIT community—especially equity-deserving groups—feels welcomed, supported, included, valued and empowered to succeed.

After extensive research and cross-campus consultation, the Office of EDI has updated a list of inclusive terminology used across the institution. Review the terms below and watch the video for a more detailed explanation of what's changed and why [here](#).

### **PERS 020**

#### **Equity, Diversity and Inclusion Starter Pack**

This micro-credential offering launches in June 2023. The course is open to anyone and provides a Canadian lens on eight topics including inclusion at work, anti-racism, understanding ableism, queer essentials, decolonizing business and turning ally ship into action.

**Commitment:** One month, self-paced

**Delivery:** Online

**Cost:** Free for a limited time

**Who's eligible:** Anyone

[Register Now](#)

### **Queer Inclusion and Belonging at SAIT**

Next session for Queer Inclusion and Belonging at SAIT is May 25, register [here](#)

### **International Day against homophobia/biphobia and transphobia**

May 17 is International Day against homophobia/biphobia and transphobia. Tell your students to stop by the Pride at SAIT booth in the Lewis Irene Atrium on Wednesday May 17 from 12-1pm to enjoy some ice cream and get some more information about this day.

### **Neurodiversity Alliance Committee**

Did you know that we have created a new committee called the Neurodiversity Alliance? This committee is contributing 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. If you have questions or want to connect please email [neurodiversity@sait.ca](mailto:neurodiversity@sait.ca).

## **Black Excellence and Empowerment at SAIT (BEES) presents:**

### **Financial Literacy - The impact of debt on financial freedom**

Presented by the *Black Empowerment and Excellence at SAIT (BEES) committee*, join us for an informative workshop as Festus Adebisi, Accounting faculty in the School of Business, takes the SAIT community on a journey of debt management. The workshop will explore the following topics:

- Debt as a hurdle to cross
- Debt and the rule of 72
- Impact of debt on financial freedom
- Tips for paying off your credit card debt
- Tips on how to attain a better financial future

Come be a part of this enlightening conversation. Kindly register [here](#)

**Date:** May 24, 2023

**Time:** 11 am – 12.30 pm

**Venue:** Online (Zoom)

Welcome! You are invited to join a meeting: The impact of debt on financial freedom. After registering, you will receive a confirmation email about joining the meeting.

## **PERS 148**

Introduction to Effective Intercultural Communication

*This journey starts with a pledge, to take this one day at a time,  
so, I can truly walk forward and connect with others from a place of openness, and connection  
from myself.*

*Recognizing it is a long journey, one that will last to the end of my life.  
I start by stepping forward, one step at a time...*

This is an excerpt from a powerful poem written by SAIT Educational Laboratory Technologist Caroline Brown who completed 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.

The next two offerings launch Tuesday, May 16 (evenings) and Wednesday, May 17 (mid-day). This course is valued at \$1,000 — for SAIT employees and students, it's free. Sign Up

### A Journey to My Heart

By Caroline Brown, SAIT employee

You sign up to take a class, The start of a journey you didn't know you would take, Into the past, into the future, into yourself. Examining, reading, thinking, crying. Emotional overload.

Recognizing patterns, words become triggers; settler or colonizer? A conundrum, a challenge, a struggle. I came in 1966, I was six, not a colonizer, a settler. But others came first, to own and possess, not caring no compassion, no wish to know the people here first. They colonized, they destroyed lives.

Realizations that we all make judgements, from the colour of skin, accents, clothing, country of origin, language skills, even spellings. Speaking slower...I forget so often; my words pour out and I can see they can't follow me. We perceive social ranks, hierarchical placements, where we live. I must also be aware that I am judged. This brings fears of failure, fears of trying. Sometimes I overload, so much to be aware of, think of, process.

My awareness, can cause angst, I always strive to "Do unto others as you would have them do unto you" The childhood school motto that is still so important to me even now. Facing reality means that as a human, I will make mistakes. Acknowledging that I will make mistakes brings challenges. Learning to minimize mistakes, recognize them, and finding a path, a door to let my old patterns go, Cleanse and refresh thoughts, release fears.

In the now I need to breathe, let the fear of failure, fear of messing up go. Read, listen, watch and learn and talk. Then integrate, practice, and reevaluate. To commit to authentic communication, To connection.

This journey starts with a pledge, to take this one day at a time, so, I can truly walk forward and connect with others from a place of openness, and connection from myself. Recognizing it is a long journey, one that will last to the end of my life. I start by stepping forward, one step at a time...