



Hiring

Job Postings

Addressed the job posting recommendations from the audit by reviewing competencies, removed requirement for a master's degree. Give competency weights to Indigenous experience/knowledge.

Hiring Process

Reviewed and started updating the hiring processes and requirements in Confluence (i.e. these are the things that need to be done when hiring and recruiting).

Contracting

Created a repository of local contractors (catering, swag, artwork, etc.).



Communication

Social Media and External Newsletters

Created and shared social media accessibility guidelines (also apply to web content).

Presentations and Webinars

Created and shared inclusive presentation checklist.

Web Presence

Internal Transparency

EDI learning group met to consider how to share the work being done by BCcampus in each of the EDI story arcs.



Training

EDI Experts

Continue to work on webinar series where we pay EDI experts to share, talk about their work and advise on what we can do.

Staff Training Opportunities

Sent out EDI training opportunities to all BCcampus staff.



Internal Evaluation

EDI Audit

BCcampus participated in an organization-wide EDI audit. The BCcampus collectively reviewed the audit as individuals, teams, and as a whole organization. Feedback from the organization was themed and further reviewed by the EDI learning group. Approved budget for EDI audit of FLO.



Celebrations

Holidays/Celebrations

Working on a celebration list to incorporate more celebrations at BCcampus (+ blog post).



EDI Progress

Measure

EDI learning group is working on answering how and what we want/need to measure as part of our EDI process and how each team will measure progress.