



EDIB: Roadmap for Taking Ownership of Our Learning

In 2021, NSCN identified six equity-deserving groups to guide our learning and action as part of our equity, diversity, inclusion, and belonging (EDIB) journey.

**People of African
Descent**

**Indigenous
Peoples**

**People of
Colour**

**2SLGBTQIA+
Community**

**People with
Disabilities**

**Newcomers
and
Immigrants**

Focusing on these six groups does not diminish the importance of other equity-deserving groups or the need for ongoing education. We also recognize that individuals may self-identify as belonging to more than one group.

Our staff intentionally deepened our understanding of the experiences and barriers faced by these equity-deserving groups. Together, we moved through three phases of conversation, education and action to strengthen our collective EDIB commitment:

1 CONVERSATION 2 EDUCATION 3 ACTION

In this phase, staff took ownership of their own learning by participating in breakout sessions hosted by the EDIB Committee to explore and discuss key learnings.

We committed to:

- Exploring core concepts related to unconscious bias and privilege
- Continuing the ongoing conversations with our colleagues to understand equity-seeking groups
- Participating in breakout rooms for enhanced dialogue and learning

In this phase, staff listened to the perspectives and lived experiences of others by engaging subject-matter-experts and community leaders from the equity-deserving groups.

We committed to increasing our understanding of:

- History and lived experiences
- Stereotypes and biases
- Appropriate language and terms
- Current and relevant issues in NS
- Observations of best practice in the workplace, along with tools and resources

In this phase, staff reflected on and identified ways to facilitate the inclusion and participation of the equity-deserving groups into our approach as individuals, employees and as an organization.

We committed to:

- Reflecting individually and as a team and identifying ways to incorporate new learnings into our work
- Presenting our ideas to staff to support cross-learning, organizational strategies and ongoing discussion
- Using these ideas to support our EDIB Strategy that places equity at the forefront

During the three phases, staff had the opportunity to listen, learn and discuss through:

- videos
- books and articles
- news briefing
- self-reflection exercises

