



Briefing Note

EDI Project Consultations

****Please note, this document is provided for background information only. No preparation is needed for this meeting and there is no required level of knowledge or understanding of equity, diversity and inclusion.****

Background:

An initiative is underway at Langara to assess the current state of equity, diversity and inclusion (EDI). Through this work, Langara will better understand the demographics and EDI related experiences of stakeholder groups across the organization. This information will be used to help identify barriers for marginalized groups, define high impact opportunities for change, and measure progress over time. [HRx](#), a third-party Canadian consulting firm, has been contracted by Langara to support this work and is seeking input from a selection of employees and students to help inform our understanding of the current state and opportunities for change.

Objectives:

1. To identify common and different experiences of equity and inclusion.
2. To gather ideas & recommendations for how Langara can build a more inclusive & equitable culture & practices.
3. To assess the current state and commitment to equity, diversity and inclusion in order to develop practical recommendations for both the long and near term.

Questions:

The following high-level questions will be used to guide the conversation, however, your unique perspective is important and we welcome additional information.

1. What is the current state of equity, diversity and inclusion at Langara?
 - Are there apparent issues, concerns or opportunities?
 - Are there EDI related initiatives underway?
2. Is EDI a priority for Langara? Why or why not?
3. What perceptions do you hold about Langara's commitment to making change?
4. What would a successful path forward look like to you?

Voluntary & Confidential

Your participation in this consultation process is entirely voluntary. All interviews will be conducted by a Senior Facilitator at HRx via phone or Zoom. During the consultation, you will be asked about your personal experiences and observations, as well as your ideas and recommendations. HRx facilitators are skilled at creating a welcoming space for conversation, however you are welcome at any stage to abstain from answering questions. **All information shared will be strictly confidential; all comments will be generalized and anonymized into key themes by HRx.**

Accommodations & Flexibility

If you are unable to participate in a consultation but would like to provide feedback, please complete our anonymous questionnaire ([click here to access questionnaire](#)). If you require specific accommodations to participate, please contact Selina Kohl, Client Partner, HRx at selina.kohl@hrx.tech

About HRx (www.hrx.tech) | HRx is a Canadian firm that provides consulting, training and analytics to build stronger, more inclusive organizations. We work with some of Canada's largest employers in diverse industries to raise awareness, provide actionable solutions and build their internal capacity for advancing equity, diversity and inclusion. Any questions for HRx can be directed to Selina Kohl, Client Partner, HRx at selina.kohl@hrx.tech