

Prepared by



Equity, Diversity & Inclusion

2022-2023



Table of Contents

1.....	Acknowledgements
2.....	Introduction
3.....	Definitions
4.....	EDI Framework
5-7.....	EDI Initiatives & Key Success Indicators
8-17.....	Campus Spotlights
18-19.....	Community Resources
20.....	A Way Forward & EDI Form
21.....	Meet the Editors
22-23.....	References



Acknowledgements

The Hill Business Students' Society (Hill BSS) is committed to reflecting the diversity of the Hill community and prioritizing the needs of the students we represent and serve. We recognize that embracing diversity, encouraging equitable opportunities, and promoting inclusion within our community are critical to our success. We hope to create a space that is judgement-free, where each individual can develop and utilize their full potential without fear of harassment or prejudice.

With respect to the history and the people of this land, we acknowledge that:


- The Hill Business Students' Society, Paul J. Hill School of Business and the University of Regina are situated on Treaty 4 lands with a presence in Treaty 6. These are the territories of the nêhiyawak (Cree), Anihšināpēk (Saulteaux), Dakota, Lakota and Nakoda, and the homeland of the Métis/Michif Nation.
- As an organization that has benefited from colonialism, we have a role to play in Reconciliation.
- Engaging in Reconciliation is necessary to our campus and community that is situated on these lands.
- It is important to make Reconciliation a part of all interactions among Indigenous and non-Indigenous students, staff, faculty, and off-campus community.

With our commitment to Equity, Diversity, and Inclusion (EDI), we recognize that:

- Our job is to educate ourselves and encourage our community to learn about systemic racism and oppression that impact Indigenous people, racialized groups, individuals with disabilities, gender and sexually diverse people, and women.
- People in our community are denied opportunities and face harassment based on disability, religion, gender or other grounds of discrimination.
- Collectively, we can and must do better to enhance equity, diversity, and inclusion across our organization and campus.
- Everyone has a role to play in supporting equity, diversity, and inclusion in their individual capacity.


Introduction

The Hill Business Students' Society aims to **enrich, engage, and excite** students through actions that cultivate institutional excellence. The Hill and Levene Strategic Plan 2021-2025 discusses inclusion and diversity in thought and action as one of their values, and Truth and Reconciliation as one of their strategic priorities. The Hill BSS wishes to show support for EDI from a **student organization perspective**. EDI is a crucial aspect that requires **continual improvement**. We want to create a healthy campus that welcomes, supports, and empowers all students by incorporating and prioritizing EDI. We want to help build an environment free of prejudice and discrimination. This includes, but is not limited to, the prohibited grounds for discrimination.



The prohibited grounds for discrimination are religion, creed, marital status, family status, sex, sexual orientation, disability, age, colour, ancestry, nationality, place of origin, race or perceived race, receipt of public assistance, and gender identity.

-The Saskatchewan Human Rights Code, 2018, SS, c S-24.2



The purpose of this booklet is to **create awareness and share resources** to serve the Hill student body. Our key focus areas—Equity, Diversity, and Inclusion—are outlined with supporting initiatives and measurable key success indicators. We provide a detailed look at the on-campus resources available for students, along with community resources for students in need.

EDI is not the only way to transform our institution into a **safe and welcoming environment**. We must also address the systemic structures that privilege some and marginalize others before meaningful change can occur. EDI offers a starting point for the ongoing process of transforming our systems and institution. This booklet is our **starting point**, and we hope to progress towards more change in the future.

Definitions

While there is no single definition for these nuanced concepts, we hope to help readers fully utilize this booklet. Our definitions arise from the guide co-developed by the Interdepartmental Terminology Committee on Equity, Diversity and Inclusion from the Government of Canada.

Equity

It is the principle of considering people's unique experiences and differing situations, and ensuring they have access to the necessary resources and opportunities for them to attain just outcomes. It aims to eliminate disparities and disproportions rooted in historical and contemporary injustices and oppression.

Diversity

It refers to the variety of identities within an organization, group or society. It is expressed through factors such as culture, ethnicity, religion, sex, gender, sexual orientation, age, language, education, ability, family status or socioeconomic status.

Inclusion

It is the practice of using proactive measures to create environments where people feel welcomed, respected, and valued. It fosters a sense of belonging and engagement by removing barriers to provide all people equal access to opportunities and resources necessary for them to achieve their full potential.

2SLGBTQ+

It refers to Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, and additional sexual orientations and gender identities.

Intersectionality

It is an analytical framework for understanding how aspects of a person's identity (such as sex, gender, age, ethnicity, class, religion, sexual orientation or ability) can combine to create discrimination and privilege. This highlights the cumulative effects of different forms of oppression (such as racism, sexism, and homophobia). Members of marginalized groups are more likely to face discrimination and prejudice due to the interaction of different aspects of their identity.

Discrimination

It refers to the unjust or prejudicial treatment of a person or group of people that deprives them of or limits their access to opportunities and advantages that are available to other members of society.

Truth & Reconciliation

Survivors of 140 federally run residential schools in Canada advocated for recognition and reparations and demanded accountability for the intergenerational impacts of harm caused to Indigenous families between 1867 and 1996. This led to the establishment of the Truth and Reconciliation Commission of Canada to provide those directly or indirectly affected by the legacy of the residential schools with an opportunity to share their stories and experiences. The report had 94 calls to Action, which urged collaboration at all levels of government to repair the long-lasting trauma of residential school policies.

EDI Framework

As a student-led and community-focused club, the Hill BSS is implementing a framework to recognize equity, diversity, and inclusion. We based this framework on the premise that these terms are **distinct and not synonymous**. Equity may not bring diversity, diversity may not bring inclusion, and vice versa; however, these terms are connected in the **approach and progress** we make.

The words within each circle will guide how the Hill BSS views, addresses, and takes action on EDI. We recognize that everyone plays a role in supporting EDI, including us, as demonstrated by the innermost circle. As current and future leaders, we hope to **educate business students and make space for important conversations about EDI**.





Equity

Initiatives & Key Success Indicators

Reflect | Educate | Change

Equity as an area of focus involves creating a space for fair and equitable treatment within the Hill community. We must:

- **Reflect** on the struggles and obstacles that create inequality among different groups of people at Hill.
- **Educate** the Hill community about experiences that marginalize or exclude certain minority groups, and that privilege dominant groups.
- **Change** by implementing initiatives that allow individuals to grow and succeed in their personal and professional journeys.

Initiatives

- Encourage the addition of a gender-inclusive and fully-accessible washroom on the fifth floor of the education building.
- Introduce a plan to provide accessible and free menstrual hygiene products in one or more of the education building's fifth and sixth-floor bathrooms.
- Demonstrate a commitment to Truth and Reconciliation through the creation of a dedicated EDI document focusing on Indigenous initiatives.
- Create a Hill BSS land acknowledgment to honour Indigenous history and the commitment to reconciliation.
- Include a land acknowledgement on the official BSS constitution and website as well as other related events and documents.
- Update and release an annual EDI document to present completed initiatives and new strategies.
- Research EDI-based topics to increase awareness among internal council members and the external business student body.

Key Success Indicators

- An established budget and consistent investment for EDI events and initiatives.
- At least 40% of EDI initiatives fulfilled in the current academic year of the booklet's release.
- An increased number of EDI-based resources that are advocated and supported.
- Consistent and proper implementation of land acknowledgment.
- At least one research project each semester on an EDI-based topic conducted by the EDI team.



Diversity

Initiatives & Key Success Indicators

Represent | Recognize | Champion

Diversity as an area of focus involves recognizing the different groups at Hill and working to enhance their experiences and perspectives throughout their academic journey. We must:

- **Represent** the unique qualities, needs, and experiences of the Hill community.
- **Recognize** the distinctive characteristics, backgrounds, and perspectives that make our community unique and valuable.
- **Champion** diversity through open dialogue, continuous learning, and coordinated action.

Initiatives

- Provide a multi-faith prayer room for student/faculty usage.
- Ensure all promotional images, social media posts, artwork or other media accurately represent our diverse population.
- Encourage the usage of preferred pronouns in email signatures and name tags at BSS events.
- Provide EDI-specific training, education, and workshop opportunities to Hill students.
- Collect self-identification data from BSS members to ensure diverse council representation.
- Conduct an end-of-year EDI audit to identify gaps in BSS operations for future planning of initiatives.
- Create a section on the Hill BSS website dedicated to EDI with a link to this document.
- Encourage the Hill BSS executive team to participate in workshops that improve their understanding and use of EDI in leadership roles.
- Collaborate with businesses that align with our values towards EDI

Key Success Indicators

- An increased number of members in the council from backgrounds that accurately represent Hill students.
- At least one annual EDI-based event, session or workshop organized for Hill students.
- Increased collaboration with businesses and speakers who are champions of EDI.
- Completion of an EDI workshop each semester by at least two executive team members.
- Enhanced understanding of cultural, religious, and racial identity within the Hill BSS council.



Inclusion

Initiatives & Key Success Indicators

Engage | Respect | Celebrate

Inclusion as an area of focus involves eliminating barriers of oppression and accepting people of all backgrounds to embrace unity as a whole at Hill. We must:

- **Engage** the Hill community through events, activities, and initiatives that welcome people of all backgrounds.
- **Respect** all people in the Hill community by listening, supporting, and accommodating everyone and their unique perspectives.
- **Celebrate** the distinctive qualities of racial, experiential, and cultural origins.

Initiatives

- Work with the campus accessibility centre to ensure event locations are physically accessible and accommodating for everyone.
- Ensure all business student spaces, including the lounge, are inclusive, accessible, and welcoming.
- Implement inclusive language in the Hill BSS internal and external documents, emails, and forms.
- Create social media posts to honour, spread awareness, and celebrate culturally significant days.
- Include speakers from different backgrounds at Hill BSS events.
- Create a public form to collect feedback, acknowledge concerns, and gather ideas regarding the implementation of EDI.

Key Success Indicators

- Consistent social media posts for Black History Month, Truth and Reconciliation Day, Pride Month, International Women's Day, and other socially or culturally significant days.
- Increased participation in events from members of different groups.
- Positive feedback on EDI-based initiatives and events from students and faculty.
- Consistent progress towards EDI initiatives.

Campus Spotlight

BEST BUDDIES®



CANADA

UofR Best Buddies

Contact

✉ urbestbuddies@gmail.com

The University of Regina Best Buddies Chapter is an extension of Best Buddies Canada, run and operated 100% by University of Regina Students. Best Buddies recognizes that living with IDD (an intellectual or developmental disability) is often a forgotten and invisible barrier for people to maintain friendships. They strive to prioritize inclusion and community on campus for students.

They are composed of individuals from Regina and the surrounding area that live with physical, cognitive, or behavioural disabilities. They make pairings with student Buddies and local Buddies living with IDD based on availability and interests. Volunteers focus on creating and sustaining meaningful and authentic relationships. They hang out, go for coffee, attend games or shows on campus, and often carry their relationship far beyond their chapter involvement. They also hold monthly group events for the entire chapter.

Best Buddies is a great organization to join if you want to volunteer and are creative, reliable, and passionate about inclusion, education, and mental health.



🌐 Best Buddies

📷 @uofrbestbuddies

📘 University of Regina Best Buddies Chapter

Campus Spotlight



Regina Public Interest Research Group Contact

-  Outreach and Events Coordinator:
Tayef Ahmed (he/him)
-  Riddell Centre 222
-  outreach@rpirg.org
-  306-337-2420

RPIRG is a student-funded center that provides a variety of programs and services to students. Their objective is to encourage research, education, and action on social or environmental justice, but they are autonomous, and their local priorities vary depending on the context of their community.

Some of their core programs and services include:

- Grant funding (from micro to large community service grants and some individual emergency grants).
- RPIRG Green Patch and orchard on the academic green (provides volunteer opportunities and free produce to the community).
- Fall disorientation week (part of a joint planning committee) and Winter Power Up conference.
- Generating Momentum activist leadership training camp (part of a joint planning committee).
- Training and workshops related to leadership, community organizing, harm reduction, and more throughout the year.
- Advocacy advising and support.
- Resource library (button maker, alternative library, sound system).

If you want to take action for social or environmental justice issues on campus or in your community, they are here to help support and act in solidarity with you!



 Regina Public Interest Research Group

 @rpirg

 Regina Public Interest Research Group (RPIRG)

Campus Spotlight

UofR Mental Wellness

Well-Being & Belonging

UR Mental Wellness Hub Contact



Mental Health Advisor:
Rob McCaffrey (he/him)



rob.mccaffrey@uregina.ca



306-585-5248

The University of Regina's Mental Wellness Hub was designed to provide easily accessible resources that take a preventative and proactive approach to mental health. The hub will act as a one-stop resource for students, faculty, and staff with the aim of providing resources and reducing the stigma around mental health. It will also provide mental health literacy, education, and training opportunities.

The Mental Wellness Hub provides access to general and understandable information, videos and support for our campus community, including:

- Where to go for mental health and wellness support on and off-campus.
- How to recognize and respond to someone in distress
- Mental health training literacy
- Workshops that build awareness of mental health and wellness (Mindful Mondays, Inquiring Mind, From Surviving to Thriving, ASIST, etc.).

The resources available on the Mental Wellness Hub encompass the four dimensions of health and well-being: mental, physical, emotional, and spiritual. Under each resource or support tab are links, phone numbers, emails, videos, and/or intake forms that can be used by students at any time.

Other available resources are the U of R Student Health Clinic, counselling through the Student Wellness Centre, and online courses through the Online Therapy Unit.



UR Mental Wellness Hub



@uofreginamentalhealth

Campus Spotlight



UofR Sexual Violence Prevention and Response Office

Contact



Coordinator:
Lynn Thera (she/her)



Riddell Centre - Room 251



sexual.violence.response@uregina.ca



306-337-3149

The Sexual Violence Prevention and Response Office (SVPR) offers confidential and trauma-informed support for survivors of gender-based violence or their supporters. Supports are offered without needing to report the incident, can be either a recent or historic violence, and includes stalking, sexual assault, intimate partner/dating violence or sexual harassment. Support can include:

- Listening and respecting the survivor's choice of recovery
- Accompaniment to appointments or legal support
- Academic accommodation
- General information

SVPR also offers Step In Step Up: UR Action Against Gender-Based Violence training that focuses on gender-based violence and how to be a positive bystander. Introductory and advanced training is offered to students and student groups interested in creating a community free from all forms of gender-based violence. For more information on Step In Step Up training, contact SISU@uregina.ca or visit www.ursisu.ca.



Campus Spotlight



UR PRIDE

Centre for Sexuality
and Gender Diversity

UR Pride Centre

Contact



Campus Programs Manager:
Bren Campbell (they/them)



Riddell Centre 225 or
2139 Albert Street



contactus@urpride.ca



306-519-4733

In 1996, a group of students at the University of Regina built a community of 2SLGBTQ+ people and registered a student club called Gays, Bisexuals and Lesbians of the University of Regina (GBLUR) under the University of Regina Students' Union (URSU).

In 2010, GBLUR Centre for Sexuality & Gender Diversity became UR Pride Centre for Sexuality & Gender Diversity after expanding programs to serve the needs of both people on campus and in the community. UR Pride began offering youth groups, community gatherings, and fundraisers for 2SLGBTQ+ people at large.

In 2019, they successfully opened a downtown location in Regina named SPACE. This community location aims to provide a much needed gathering space for 2SLGBTQ+ people of all ages to use for gatherings, community events, and projects.


They are committed to changing according to the needs of our community and is constantly in a state of evaluating how we can best serve our community. Their programs include:

- Weekly youth groups
- Resilience (a trans support group)
- Garden on campus in partnership with RPIRG
- 55+ groups, and more!



 UR Pride Centre

 @urpridecentre

 UR Pride Centre for Sexuality and Gender Diversity

Campus Spotlight



UR Accommodated Contact

- Accessibility Officers:
 Jasmine Smith (she/her)
 Leah Koch (she/her)
-  Paskwaw Tower - Room 119
-  accessibility@uregina.ca
jasmine.owens@uregina.ca
leah.koch@uregina.ca
-  306-337-2200

In accordance with the Saskatchewan Human Rights legislation and the Duty to Accommodate, the Centre for Student Accessibility is dedicated to promoting a diverse and inclusive university experience by aiding students with additional needs.

UR Accommodated offers an online software program called *Accommodate*, which is designed to attend to students' individual needs, from health conditions/disability to religion, family status, and gender identity concerns.

They also provide an Accommodations Test Centre (ATC) for students, who require accommodations to use when taking quizzes, midterm exams or final exams. Students may request reservations for both private and shared exam rooms; and to better accommodate you, each workstation features two computer displays and height-adjustable seats and tables!

To book your exams in the ATC, sign up for *Accommodate* and visit <https://uregina-accommodate.symplicity.com/>

Keep in mind to request a booking a week before your exam!



Campus Spotlight

CHAMPIONS OF CHANGE CLUBS

UR Champions of Change

Contact

 President and Founder:
Raiha Shareef (she/her)

 ccuofr@gmail.com


Champions of Change is a student-led gender equality club advocating for menstrual equity at the local and global levels. They tour elementary schools and refugee centres to teach young students about menstruation and break the period stigma. They have successfully installed 12 dispensers of free pads and tampons in the women's and gender-neutral washrooms on campus. They also make monthly community fridge period product donations.


They are currently working with RaiseHER Community on a mentorship program, "She's Here: Owning the Table," where female and gender-diverse university students are paired with a local professional in their field of interest. Students experience the leader seat and foster leadership skills with the goal of expanding EDI in the workplace. The mentorship program is free of charge, and applications are due December 9 (<https://www.raiseherco.com/mentorship>).

They also recruit members at large (MALs) year-round. This is a more flexible position where students can choose which projects they would like to commit to based on their schedules.

To become an MAL, visit the link in the bio of their Instagram page!



 Champions of Change Clubs

 @uofrchampsonsofchange

Campus Spotlight



Welcome. There is room. There is space.

ta-tawâw Student Centre Contact



Program Coordinator:
Keenan Cummings (he/him)



Research and Innovation Centre - Room 108



Kennan.Cummings@uregina.ca
ASCentre@uregina.ca



306-337-3153

The ta-tawâw Student Centre is eager to meet students' needs and provide support to help them find success during their time at the University of Regina. The centre provides programming, whether it be cultural, academic, employment or leadership.

They assist Indigenous students in various ways, such as:

- Successful transition into the University
- Retention at the post-secondary level
- Engagement in University events and activities
- Successful completion of University
- Transition into the workforce

They also currently bring Kokum Brenda into the centre on Monday and Wednesday mornings for students to connect with cultural knowledge or receive guidance in their personal life.

The ta-tawâw Student Centre also has an OMA program for first-year Indigenous students, where you can connect with other first-year students, gain leadership skills, and more. For more information regarding the OMA program, visit:
<https://www.uregina.ca/student/asc/oma-Program/index.html>



ta-tawâw Student Centre



ta-tawâw Student Centre

Campus Spotlight



University of Regina Students' Union

Contact

 Equity, Diversity, Inclusion & Accessibility Advocate:
Jermain McKenzie (he/him)

 adv.edia@ursu.ca

URSU has collaborated with the University of Regina in creating the Equity, Diversity, Inclusion and Accessibility (EDIA) role. Below are some of the initiatives that they are developing for students:


- **URSU Speakers' Series:** This will address various issues connected with social inequity. The first installment will be on November 24, 2022. The specific topic for the first event will be "The Role of the University in Addressing the Social Inequities and Systemic Injustices that Affect Health Outcomes."
- **Intergroup Friendship Circle:** This will help create a space on campus where folks from many different backgrounds can come together to have dialogue and the opportunity to form friendships.
- **Anti-Racism Action Plan for the University of Regina.**


They now has an active EDIA committee led by the URSU VP of External Affairs, Nadiya Ekhteraeetoussi, to help with these initiatives and plans. The URSU Advocacy team, led by Mohammad Ali, has started a number of important equity-advancing initiatives, such as the International Students' Caucus, the Regina Student Legal Advocacy Centre, and the Campus Coalition.

They are looking to compile a library of books and other materials that students can use to improve their education on this critical subject. There will also be opportunities in the future for students to attend workshops covering anti-racism and anti-oppression topics.



 University of Regina Students' Union

 @reginastudentsunion

 University of Regina Students' Union

Campus Spotlight



University
of Regina

Student Awards and Financial Aid Contact

✉ safa@uregina.ca

📍 Administration Humanities Bldg. - Room 108

☎ 306-585-4591

Student Awards & Financial Aid (SAFA) supports student financial aid by completing confirmation of enrolments for U of R students on Canada Student Financial Assistance. SAFA also administers undergraduate awards, prizes, bursaries, and scholarships for U of R students. They provide guidance and advice in regard to all matters relating to government student financial aid and undergraduate awards.

They have several scholarships that are available specifically to business students. Some provide preference to certain groups on campus such as the following:

- **Indigenous students: CPA Saskatchewan Indigenous Student Award**
- **Female students: Hillberg & Berk Foundation Award**
- **Students with disability: SaskPower Award in Business Administration**
- **Students who are single-parents: Dale and Janet Schoffer Scholarship in Business Administration**
- **Students with financial need: Ottenbreit Award in Business Administration**

They have several other awards and scholarships, which can be found on their Student Awards Management System (SAMS).



🌐 Student Awards and Financial Aid

Community Resources

SK 211: Call/Text 211 | (306) 751 0397 (24/7) | www.sk.211.ca

211 Saskatchewan has a database of over 6,000 community, social, non-clinical health, and government services, where help is available in over 175 languages, including 17 Indigenous languages.

Regina Crisis Suicide Line: (306) 525 5333

Regina Crisis/Suicide Line is a 24/7 help line that offers email-counselling, welcomes walk-in appointments, and monitors phone calls and messages to help our loved ones in dealing with stressful and suicidal situations.

Talk Suicide Canada: 1-833 456 4566 (24/7) | Text 45645 (4pm-12am ET)

Talk Suicide Canada seeks to ensure that people are heard and supported without judgment.

Canadian Mental Health Association: (306) 525 9543

Canadian Mental Health Association Regina Branch is a volunteer-run group that helps people with mental health issues to reach their full potential by advocating for their rights.

My Wellness: mystudentplan.ca

My Wellness is an online platform where assistance tools, solutions, and anonymous mental health assessments can be utilized.

Regina Sexual Assault Centre: 1-844 952 0434 (24/7) | (306) 352 0434

Regina Sexual Assault Centre helps victims and survivors cope with sexual violence by offering a 24-hour support and information line, and assisting them in moving forward through educational sessions and violence training.

Indian Residential Schools Crisis Line: 1-866 925 4419

Indian Residential Schools Crisis Line is a health support program that offers cultural and emotional support as well as services such as ceremonies, teachings, and traditional healing to survivors of Indian Residential Schools and their families.

Community Resources

Métis Nation Saskatchewan Mental Health & Addictions:

1-877 767 7572 (24/7)

1-855 671 5638
8 am-4 pm (M-F)

Métis Nation Saskatchewan Mental Health & Addictions provide a toll-free line to address mental health concerns and fight against addiction among Métis Nation in Saskatchewan.

LGBT Youth Line: 1-800 268 9688 | Text 647 694 4275 | www.youthline.ca

LGBT Youth Line is a peer support program that promotes anonymity and unprejudiced help, making those who reach out feel secure in sharing their stories. Live chat is also available on their website.

Trans Lifeline:

1-877 330 6366

Trans Lifeline provides a safe space for transgender people seeking emotional security and connects those who reach out to them to community support and resources.

Saskatchewan Human Rights Commission: 1-800 667 9249 | (306) 933 5952

Saskatchewan Human Rights Commission intends to protect all Saskatchewan residents by preserving and promoting human rights and opposing discrimination.

Planned Parenthood Regina: (306) 522 0902 | plannedparenthoodregina.com

Planned Parenthood Regina is available to everyone who has questions, experiences, or concerns regarding their sexual health. They offer affordable contraceptives, resources, expert referrals, and services performed by health professionals.

STI Clinic: (306) 766 7788 | rqhealth.ca/departments/sexual-health-clinic

STI Clinic provides free and anonymous HIV testing, counselling, and education to help with sexual health.

The Way Forward

This booklet represents the first step of the Hill Business Students' Society towards EDI, but not our last. This is one part of a much longer journey, and we wish to continue our commitment in future endeavours. Please fill out the form below to share your thoughts on the first edition of the Equity, Diversity, and Inclusion Booklet. We welcome your ideas, opinions, concerns, and feedback.

This form can also be used to share thoughts about the presence and consideration of EDI in Hill BSS events, workshops, initiatives, and interactions. The form is **confidential** and can be filled out **anonymously**.

EDI FORM



As an individual, you can participate in this progress with the Hill BSS by taking **daily steps** toward EDI. Here are some ways to start:

- You can do the **Four Seasons of Reconciliation Training** through the First Nations University of Canada. It is free, modular, and provides a completion certificate.
- You can participate in the **EDI Micro-credential Program** for Hill students. It is free and provides a digital badge.
- You can attend **EDI events** hosted by the Hill BSS.
- You can include your **pronouns** in your name tags, email signatures, and Zoom name.
- You can provide **feedback** through the form above to help us improve our efforts towards EDI.

Meet the Editors



Fariha Biswas (she/her), Executive Vice President

✉ hillvp@gmail.com

Hi there! I am in my last year of Business Administration, majoring in HR. I plan to get my CPHR designation and would like to get my MBA in a few years. I am interested in HR consulting as a career path with a focus on EDI. I also work at Goodlife Fitness and like to travel and do escape rooms in my free time! I believe that...

“ Good leadership requires you to surround yourself with people of diverse perspectives who can disagree with you without fear of retaliation.
~ Doris Kearns Goodwin ”



Serra Al-Katib (she/her), Internal Director

✉ hillinternaldirector1@gmail.com

Hello! I am in my last year of Business Administration with no declared major. I plan to take some time off after I graduate, and then maybe pursue a law degree or an MBA. I am currently learning how to crochet, and my favourite food is sushi. In my free time, I love to read, listen to podcasts, and travel. I believe that...

“ If you have the courage to start, you have the courage to succeed.
~ Mel Robbins ”



Corazon Cortez (she/her), Student Success Coordinator

✉ hillstudentsuccesscoordinator2@gmail.com

Hi everyone! I am in my third year of Business Administration with a major in accounting, and my goal is to become a CPA. Currently, I am in my first co-op work term as an Accounting Clerk at Saskatchewan Liquor and Gaming Authority. In my not-so-busy days, I enjoy dreaming about having a cat (my mom wouldn't let me) while listening to Taylor Swift! I believe that...

“ Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.
~ Barack Obama ”

References

- Canadian Human Rights Commission. (n.d.). *About Us*.
<https://www.chrcccdp.gc.ca/en/about-us>
- Concordia University. (n.d.). *Working Group on Equity, Diversity and Inclusion*.
<https://www.concordia.ca/provost/initiatives/working-toward-equity-diversity-inclusion/working-group.html>
- European Institute for Gender Equality. (n.d.). *Heteronormativity*.
<https://eige.europa.eu/thesaurus/terms/1237>
- Goodsell, D. (2022, September 30). *What does Truth and Reconciliation Day mean to you?* CBC News. <https://www.cbc.ca/news/canada/prince-edward-island/pei-truth-and-reconciliation-1.6601891>
- Government of Canada (2021, June 22). *Best Practices in Equity, Diversity and Inclusion in Research*. <https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx>
- Government of Canada. (2022, September 28). *Guide on Equity, Diversity and Inclusion Terminology*. <https://www.noslangues-ourlanguages.gc.ca/en/publications/equite-diversite-inclusion-equity-diversity-inclusion-eng>
- Hill & Levene Schools of Business. (n.d.). *Strategic Plan*.
<https://www.uregina.ca/strategic-plan/assets/docs/pdf/hill-levene-strategic-plan.pdf>
- Justice Institute British Columbia. (n.d.). *Equity, Diversity, Inclusion (EDI)*.
<https://www.jibc.ca/teaching-learning/equity-diversity-inclusion-edi>

References

- National Conference for Community and Justice. (n.d.). *What Is Cultural Appropriation?*
<https://www.nccj.org/blog/what-cultural-appropriation>
- Saskatchewan. (n.d.). *Your Rights in Saskatchewan*.
<https://www.saskatchewan.ca/residents/moving-to-saskatchewan/live-in-saskatchewan/living-in-saskatchewan/your-rights-in-saskatchewan>
- Taylor, B. (2019, November 24). *Intersectionality 101: what is it and why is it important?*
Womankind Worldwide. <https://www.womankind.org.uk/intersectionality-101-what-is-it-and-why-is-it-important/>
- The University of Edinburgh (2022, June 14). *What does equality, diversity, and inclusion mean?*
<https://www.ph.ed.ac.uk/equality-diversity-and-inclusion/about-edi/what-does-equality-diversity-and-inclusion-mean>
- University of California San Francisco Office of Diversity and Outreach. (n.d.).
Unconscious Bias Training. <https://diversity.ucsf.edu/programs-resources/training/unconscious-bias-training#item-89>
- University of Regina. (n.d.). *Territorial acknowledgement*.
<https://www.uregina.ca/indigenous-engagement/resources/territorial-acknowledgement.html>



University
of Regina

Hill | **levene**
SCHOOL OF BUSINESS