



SEC Review: Truth and Reconciliation and EDI Learning Resources

July 19, 2023

Land Acknowledgement

We would like to acknowledge that we are gathered today unlearning and re-learning on the unceded, ancestral and traditional territories of the x^wməθk^wəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish) and səlilwətał (Tsleil-Waututh) Nations.



x^wməθk^wəy̓əm
(Musqueam)



Sḵwx̱wú7mesh
(Squamish)



səlilwətał
(Tsleil-Waututh)

Overview 2022-2023

x48

Community specific resources/significant cultural events promoted in Employee Wellness Newsletters, LifeWorks posts, Ed News, SharePoint and Wellness Events Calendar.

22

Workshops/webinars facilitated by people from diverse backgrounds and/or lived experience (45% of workshops offered)

277

Community specific resources linked year-round on the Employee Wellness SharePoint to support the Indigenous, Black community, Multicultural and 2SLGTBQIA+

11

Staff appreciation days/weeks promoted in Wellness Communications

Workshops/eLearning Opportunities

Employee Health Fair – October 21

In-person Workshops

- Indigenous Perspectives to Well-being (VSB Indigenous Education)
- Breaking Barriers (Kristy Ware)
- Keynote: Dr James Makokis focusing on Resilience

February 17 Pro-D

In-Person Workshops

- Indigenous Perspectives to Well-being (VSB Indigenous Education)
- Sexual Orientation and Gender Identity (VSB SOGI Resource)

April 24 Pro-D

In-Person Workshops

- Mindful Self-Compassion for 2SLGBTQIA+ Employees (Mik Turje)
- Indigenous Education were scheduled to offer their workshop on this date, but a scheduling conflict arose.

eLearning available year-round on SharePoint:

[Indigenous](#)

- *Home on Native Land (Raven)*
- *Indigenous Canada (University of Alberta)*
- *Royal BC Museum Learning Portal*
- *Reconciliation: A Starting Point App (Gov of Canada)*

[2SLGBTQIA+](#)

- *Intro to Gender Diversity (TransCare BC)*
- *SafeZone: Self Guided Foundational Training*
- *Supporting Gender Creative Children and Their Families (TransCare BC)*

SharePoint – Community Specific Pages

We know that health and wellness is closely tied to culture and community. We have curated community resources with programming specific to:

- **Indigenous Communities – (82 resources)**
- **Black Communities - (22 resources)**
- **2SLGBTQIA+ Communities (82 resources)**
- **Multicultural & Newcomer Communities (91 resources)**
 - **Asian & Pacific Island Communities**
 - **South Asian Communities**
 - **Muslim Communities**
 - **Jewish Communities**
 - **Latinx Communities**



Well-being Resources for the Indigenous Community



Multicultural Well-being Resources



Well-being Resources for the 2SLGBTQIA+ Community



Well-being Resources for the Black Community

TELUS Health (EFAP)

- **Support Services:**

- AbilitiCBT for Indigenous Employees – offering culturally sensitive and response, therapist-assisted Cognitive Behaviour Therapy. <https://vsbindigenous.abiliticbt.com/>. Current teachings support anxiety and depression.
- Ability for employees (and eligible family members) accessing services to request gender, cultural and language preferences at time for booking so they can be better matched to a therapist with lived experience.

- **Toolkits**

- [Toolkits](#) collate articles, videos, audio clips and support resources:
 - Diversity and Inclusion at Work Toolkit
 - Cultivating Diversity and Inclusion Toolkit

- **Articles:**

- [2SLGBTQIA+](#)
- Re-traumatization and Coping with News Reports of Racial Injustice
- Dealing with discrimination
- Culture and Conflict
- Why diversity at work is good for you and your workplace

LifeSpeak Video and Podcast Library

Indigenous Specific Content

- Building resilience using Indigenous healing practices (video)
- Soothing distress & healing from trauma using rhythmic activities (Video)
- Exploring the healing benefits of nature (Video)
- Trauma & Healing: How modern-day brain science meets traditional Indigenous teachings, Parts 1 and 2 (Expert Blog)
- Healing from Trauma through Indigenous Wisdom (Expert Blog)
- How can spirituality promote wellness? (Video)
- Creating a culture of belonging (Expert Blog)

Other EDI Focused Content

- 2SLGBTQ+ and Mental Health (Volume)
- Creating a safe and inclusive environment for 2SLGBTQIA+ employees (Video)
- Mental Health of Racialized People (Volume)
- Let's Talk About Racial Discrimination (Volume)
- How do I manage Microaggressions at Work (Video)
- Why celebrating Pride Month is more important than ever (Expert Blog)
- LifeSpeak's Black History Month Reading List: Creating an Equitable and Inclusive Environment for All (Expert List)

Other DEI Focused Work

Wellness Framework Goals 2022-2026 (Goals 2 and 3)

- *Ensure access to programs is equitable, to meet the well-being needs of our diverse population.*
- *Ensure wellness programs are culturally safe, by including, acknowledging, and promoting Indigenous People's knowledge and perspectives.*

Actions:

- Using closed captions during workshops and presentations
- Land Acknowledgement at the start of meetings, presentations and workshops
- Offering both live and OnDemand access (where available) to increase program reach. Vary up delivery days/times.
- Committed to requesting diversity when scheduling program providers (e.g., workshop facilitators, availability of counsellors/therapists through EFAP services, fitness class providers)
- Offering adapted wellness challenges, suitable for all abilities
- Offering varying modalities of content (articles, videos, podcasts, posters, Teams updates, presentations etc.) to suit different learning styles and access points
- Offering workshops directly to employee groups who routinely don't get access to District/Provincial Pro-D Days



Contacting Employee Wellness

For questions or ideas regarding employee wellness programs, email the Employee Wellness team at: wellness@vsb.bc.ca

Stay up to date with everything Wellness:
tinyurl.com/vsb-wellness