

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 relearning on the unceded, ancestral and traditional territories of the x^wməθk^wəỷəm (Musqueam), Skwxwú7mesh (Squamish) and səlilwətal (Tsleil-Waututh) Nations.



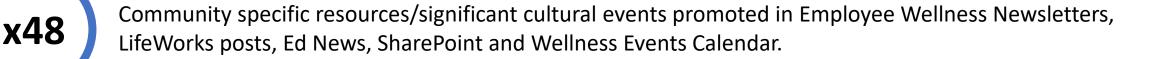


S<u>k</u>wx<u></u>wú7mesh (Squamish)



səlilwətal (Tsleil-Waututh)

Overview 2022-2023



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

277

22

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

Staff appreciation days/weeks promoted in Wellness Communications

Workshops/eLearning Opportunities

Employee Health Fair – October 21

In-person Workshops

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

eLearning available year-round on SharePoint:

<u>Indigenous</u>

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

February 17 Pro-D

In-Person Workshops

- Indigenous Perspectives to Wellbeing (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.

<u>2SLGBTQIA+</u>

- 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 ۲



TELUS Health (EFAP)

- Support Services:
 - AbilitiCBT for Indigenous Employees offering culturally sensitive and response, therapist-assisted Cognitive Behaviour Therapy. <u>https://vsbindigenous.abiliticbt.com/</u>. 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:

- <u>2SLGBTQIA+</u>
- 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 then 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