

SUNCREST COLLEGE ANTI-RACISM ACTION PLAN

INTRODUCTION

Suncrest College recognizes racism is a persistent problem that exists in Canada, and we need to do our part in advocating for change.

Suncrest College is dedicated to meeting the highest standards of equity and non-discrimination, anti-racism, inclusion, dignity and respect. Suncrest College is committed to listening, learning and taking meaningful action to bring about lasting anti-racist organizational change.

This is a working living document, that will require ongoing reflection and action

FOUR PRINCIPLES

This action plan is based on the following 4 principles:

1. Open, Clear, Accountable adherence to policies, processes, and practices to combat racism and discrimination in all forms
2. Advance Equity and Inclusion and Advocate for Change
3. Promote Education & Learning
4. Measure & Monitor Progress

DEFINITIONS

Anti-Racism – Anti-Racism is the deliberate act of opposing racism and promoting a society that is thoughtful, inclusive and just. Anti-racism is the practice of identifying, challenging, preventing, eliminating and changing the values, structures, policies, programs, practices and behaviors that perpetuate racism.

Cultural safety: An environment that affirms cultural identity and ensures physical, emotional, and spiritual well-being without fear of marginalization.

Diversity: Refers to the variety of unique dimensions, identities, qualities and characteristics (including race, gender, ability, age, religion, and more) individuals possess along with other identity factors.

Discrimination: the harmful treatment of an individual or group, based on certain personal characteristics/prohibited grounds. Those prohibited grounds are mental or physical disability,

age (18 and over), religion or religious creed, family status (being in a parent-child relationship), marital status, sex (including pregnancy and gender identity), sexual orientation, ancestry, colour, race or perceived race, nationality, place of origin, and receipt of public assistance.

Equity: the removal of systemic barriers (e.g., unconscious bias, discrimination, racism, sexism, ableism, homophobia, etc.), enabling all individuals to have equitable opportunity.

Inclusion: the practice of ensuring all individuals are valued and respected for their contributions and are supported equitably in a culturally safe environment.

Microaggression: brief, indirect, and everyday slights, indignities, put-downs, and insults that communicate discriminatory attitudes towards members of equity-deserving groups. These can be behavioral, verbal, or environmental, and can be intentional or unintentional.

Microaggressions can leave those subjected to them feeling uncomfortable, unwelcome, insulted, othered, and painfully reminded of stereotypes associated to their identities. While there may be no harm consciously intended, microaggressions nevertheless cause harm, and the harmful impact is cumulative as those affected experience these microaggressions frequently in their day-to-day lives.

Racism: Racism is a combination of stereotyping, prejudice, and discrimination that makes some people think they are superior to people of other ancestries. It attacks an individual's dignity. It is demeaning and debilitating.

Systemic Racism: Is a form of institutional discrimination based on race or ethnic group and can include policies and practices that exist throughout a whole society or organization that result in and support a continued unfair advantage to people and unfair or harmful treatment of others. It manifests as discrimination in areas such as criminal justice, employment, housing, healthcare, education and political representation.

GOALS

1. Open, Clear, Accountable Adherence to policies, processes, and practices to combat racism and discrimination in all forms

- Suncrest College is committed to being open, clear, and accountable in its adherence to policies, processes and practices aimed at combatting racism and discrimination in all forms.
- Accountability and transparency are required at all organizational levels to uphold anti-racist practices.
- Ongoing review to Identify elements of systemic racism within policies, processes and practices.
- Ongoing policy and procedure recommendations to Executive Management that are aimed at minimizing any exclusionary or discriminatory practices.

- Continual review of practices to ensure they are anti-racist in nature and promote equity and inclusion.
- Adhering to safety policies and procedures to address culturally unsafe incidents, instances of racism, microaggressions or any other potentially racist or discriminatory incidents. Collaborating, liaising, sharing and reviewing information and details of any such instances to minimize any form of racism.

2. Advance Equity and Inclusion and Advocate for Change

- All individuals deserve to live, work, and learn in environments where everyone is valued, respected, and has access to equal opportunities, free from discrimination. Suncrest College has created an Accessibility Committee to address some of these issues.
- Anti-Racism requires an ongoing commitment to identifying and dismantling structures that perpetuate inequities. These structures need to be examined and addressed in a way that is cognizant of underlying intersectionality.
- Planning and implementation of staff initiatives promoting cultural safety, equity, diversity and inclusion - this is a shared responsibility
- Liaising with College Committees and other departments to plan and implement anti-racism initiatives.
- Reviewing organizational structure to implement a position in the College with a primary focus on enhancing and advancing Indigenous framework within our organization

3. Promote Education & Learning

- Education is essential to establish an anti-racist culture throughout the College community.
- Identifying staff training needs related to Equity, Diversity, Inclusion & Anti-Racism with the end goal of establishing a culturally safe environment for all College staff and students
- Employees will complete the Suncrest College Inclusive Leadership Course on Brightspace
- Employees will complete the 4 Seasons of Reconciliation Training

4. Measure & Monitor Progress

- Suncrest College to continue collecting data consisting of staff demographics and setting targets aimed at establishing a Representative Workforce.
- Engage in an annual review and discussion of:
 - a. Statistics (analysis and collection)
 - b. How to address gaps between statistics and desired outcomes
 - c. Process/Practice/Policy review and adjustment

- d. Review of staff training needs
- e. Contributing to meetings with the Provincial Regional Colleges' Accessibility Committee

This is a working living document, that will require ongoing reflection and action. Suncrest College is committed to being accountable and transparent at the individual, institutional and systemic levels within our organization. Suncrest College recognizes this document will develop and transform as a result of our continued efforts to promote equity, diversity and inclusion in an ongoing effort to combat racism.

LEGISLATIVE AND COLLECTIVE AGREEMENT REFERENCES

- [Saskatchewan Human Rights Commission](#)
- [Saskatchewan Labour Standards](#)
- [Occupational Health & Safety](#)
- Saskatchewan Regional Colleges Collective Agreement – Article 3.9

LINKS TO OTHER RELATED POLICIES, DOCUMENTS, AND WEBSITES

[Saskatchewan Human Rights Commission. Developing and Anti-Discrimination Policy, 2011](#) (Racism Definition)

[Saskatchewan Human Rights Commission. Erasing Racism, 2016](#) (Discrimination Definition)

[Social Sciences and Humanities Research Council, 2025, What is EDI?](#) (Equity, Diversity & Inclusion definitions)

[Canadian Human Rights Commission. Preventing and addressing workplace harassment and violence, 2024](#)

[Policy 602: Anti-Harassment](#)

[Policy 604: Violence Prevention](#)

[Policy 725: Recruitment and Selection](#)

[Policy 726: Representative Workforce and Employment Equity](#)