

November 26, 2021

To the members of the Colleges and Institutes Canada (CICan) Awards Committee:

Thank you for considering Algonquin College's submission for an Award of Excellence in the Equity, Diversity and Inclusion category.

The strategic focus of Algonquin College is to build "a learning workplace that is diverse, inclusive and healthy." To expand and enhance that focus, in 2018 the College announced it was creating its Inclusion and Diversity Circle (IDC), a group of 15 employees who volunteer to assist in the creation of policy documents, identify and develop training and education programs, and initiate events that explore many facets of diversity and inclusion.

One of these facets is evident in the unique approach the College took in setting up the IDC, in a manner that combines Indigenous knowledge systems and corporate governance practices. Indigenous teachings and inherently inclusive values are central to how the committee gathers and works.

Our goal in all our equity, diversity and inclusion initiatives is to ensure that no groups are excluded from the structure and systems of Algonquin College workplaces, increase diversity and eliminate barriers to employment and advancement within the institution.

The Human Resources department includes Inclusion and Diversity Specialist Sarah Gauen, and maintains an Inclusion and Diversity website.

Sarah has championed equity, diversity and inclusion through her work since joining the College in 2017. She has been instrumental in developing and helping to launch such campaigns as We Saved You a Seat, which reserves 30 per cent of classroom seats for qualified female applicants in select technology programs; the creation of the IDC; the College participation into the City of Ottawa's Pride Parade; and being a driving force behind the Taking a Stand initiative tackling racism and celebrating Black, Indigenous and Asian cultures.

We are proud of the work that has taken place at Algonquin College to create an institution where everybody belongs, and we are determined to further that commitment in the years ahead. In that spirit, I fully endorse the nomination for CICan's prestigious award.

Sincerely,



Claude Brulé
President and CEO