

## 2022-23

Undertake an organizational analysis and structural review, building on findings from strategy work

Develop a list of actions that can be easily undertaken by all staff to demonstrate living the values

Undertake a cultural competence assessment and deliver cultural awareness training including that for first nations, indigenous, Metis and those without nation.

Include an agreed land acknowledgement throughout all communications.

## 2023-2025

Identify potential opportunities for innovation, technologies, and process improvement.

Review internal and external relationships to build upon successes and reduce impact of pain points

Develop key indicators to confirm continued success in DEI.

Develop a board role analysis and consider how the relationship between board and organization grows.

## 2025-2026 +

Find opportunities to benchmark values and demonstration of values with other organizations

Develop a shadowing or mentoring program to further understanding of the work done throughout the organization.