

JUSTICE, EQUITY, DIVERSITY, DECOLONIZATION, AND INCLUSION (JEDDI) WORKING GROUP

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The Justice, Equity, Diversity, Decolonization and Inclusion (JEDDI) Working Group, under the direction of and with the support of the Board, is responsible for undertaking work and providing recommendations to assist in the advancement of the Institute’s broad objectives to enhance understanding, build capacity, and implement actions related to justice, equity, diversity, decolonization, and inclusion. With respect to decolonization the working group coordinates with and supports the role of the Planning Practice & Reconciliation Committee. The working group was formed initially as a task force, then revised to its current working group structure in support of the Board’s strategic priority area: Pursue Justice, Equity, Diversity, Decolonization and Inclusion.

The new working group was stood up and began to advance its work in 2024. The Board established initial terms of reference, and PIBC Board member Sawngjai (Dear) Bhokanandh RPP, MCIP was designated as the initial chair of the working group. The chair and staff worked to launch and conduct a membership-wide call out for expressions of interest starting in February 2024, to seek a diverse range of members to join the working group. Over the course of the spring of 2024 submissions were received and individuals identified and added to the working group.

Once populated, the working group began meeting in July 2024 and moved forward with its work. This included reviewing, discussing and proposing revisions to the

working group’s terms of reference to align with the group’s goals and approach, as well as identifying and designating a co-chair – Eve Hou RPP, MCIP – from the working group. Additionally, the working group met internally to gain initial insight and knowledge with respect to the current operational activities and scope of the Institute as an organization.

Following these initial start-up activities, the group then began its work on one of the key strategic objectives identified and assigned by the Board – to undertake an equity audit or review of the Institute. Through the latter part of 2024 and into 2025 work was undertaken to develop a suitable request for proposals (RFP) to seek appropriate outside consulting support and expertise to assist with delivering this objective. The work to seek out and select a successful proponent and begin the work on the audit continues in 2025.

Thanks are extended to the volunteers who responded to the call for expressions of interest, and to those who have joined and participated in the working group over the past year. Your time, effort and valuable experiences and contributions are greatly appreciated. Special thanks to Sawngjai (Dear) Bhokanandh RPP, MCIP, who served as co-chair until the end of 2024, and to Eve Hou RPP, MCIP, for taking on the role of co-chair during the year as well. Finally, thanks are also extended to the Institute staff for their operational support for the working group.



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