

JUSTICE, EQUITY, DIVERSITY, DECOLONIZATION, INCLUSION AND ACCESSIBILITY (JEDDIA) WORKING GROUP

The Justice, Equity, Diversity, Decolonization, Inclusion, and Accessibility (JEDDIA) 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 and strategic objectives to enhance understanding, build capacity, and implement actions related to justice, equity, diversity, decolonization, inclusion, and accessibility. With respect to decolonization, the working group coordinates with and supports the lead role of the Planning Practice & Reconciliation Committee in this area.

The working group name was updated to include Accessibility in support of the Board’s revised strategic priority area: Pursue Justice, Equity, Diversity, Decolonization, Inclusion, and Accessibility, as outlined in the revised strategic plan.

The working group continued to be co-chaired by PIBC Board member Eve Hou RPP, MCIP, with Kai Okazaki RPP, MCIP taking on the co-chair role in February 2025.

The working group made progress on the major strategic objective identified and assigned by the Board – to undertake an equity audit or review of the Institute. A request for proposals (RFP) to seek appropriate outside consulting support and expertise to assist with delivering this objective was launched in January 2025. A successful proponent was selected in mid 2025 and work on the audit began in late 2025, continuing to conclusion in 2026.

Thanks are extended 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. Finally, thanks are also extended to the Institute staff for their operational support for the working group.

