towards building a more inclusive and equitable community. To make change, the university community must be committed to continual growth, action and accountability in its practices and policies.

The university recently launched the Equity Compass, SFU's first strategic equity plan. The Compass outlines the focus for SFU's institutional EDI work over the next five years (2023-2028), including core definitions for EDI, statements of purpose, vision and principles, and key strategic goals that will support a cohesive approach to transforming the SFU experience for our students, faculty, staff and community.

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- Listeners: members that were new to EDI work or senior leaders listening to community needs
- Learners: represented a category between listeners and mentors; these members may have a foundational understanding of some aspects of EDI work and may be new to other equity-challenge areas

Community Guiding Values

As a community engaged in learning and action to advance equity, principles for how we 'show up' in our CoPr meetings with one another set the foundation for deeper relationship building and knowledge sharing. The following are co-developed guiding statements for our work together in the EDI-CoPr.

If you would like to submit comments on these statements by email, please con

Commitment to Change

- Look inward at the changes needed within ourselves to realize transformative results in our work and other aspects of our lives
- Use our positional power to share our knowledge and effect change
- Work towards transformational change
- Be proactive in our approach to centring EDI in our decision-making processes

Complexity

- Acknowledge the complexity inherent in this work, and develop some comfort with uncertainty and ambiguity

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