



Indigenous Territorial Acknowledgement

Simon Fraser University (SFU) and its Equity Office respectfully acknowledges that we are privileged to do the work of equity, diversity and inclusion as newcomers and settlers to the lands of the x̱m̱ḵy̱m̱ (Musqueam), S̱wxwú7mesh Úxwumixw (Squamish), s̱lilw̱ta̱ (Tsleil-Waututh), q̱íc̱y̱ (Katzie), ḵiḵm̱ (Kwikwetlem), Qayqayt, Kwantlen, Semiahmoo and Tsawwassen peoples, on whose unceded territories SFU's three campuses reside.

We understand that these First Nations are the rights holders of these territories and we are uninvited guests, currently working on Truth and Reconciliation to restore right relationships with our Host Nations, working in partnership with Indigenous members of the SFU community.

We thank the Indigenous Elders, leaders, faculty, staff and students, past and present, the Host Nations and the members, authors and contributors of all the SFU Aboriginal Reconciliation Council (SFU-ARC) and Pathways reports, as well as all Indigenous Advisors, Office for Aboriginal Peoples and Indigenous members of the SFU community who have welcomed and supported us in this work. Your work and contributions have guided us on this journey, to ensure we centre SFU's commitment to Truth and Reconciliation in advancing this Equity Compass. We take your sovereign direction and honor your self-determination to advance the SFU-ARC Walk This Path With Us report, Pathways report and future Indigenous Strategic Plans separately and uniquely, while addressing those calls to action most relevant to progress within the Equity Compass as we simultaneously answer the call to walk the path of Truth and Reconciliation with you. You have been our guide and compass, and we raise our hands to you in thanks.

partners across the institution to advance these actions. In 2023, this work included an internal administrative review on our complaints and support processes, increased awareness campaigns of supports already in place across SFU, leadership engagement and additional training for our service providers. To formalize this work in our strategic plan, this new action item

How you can help: Resources

The Equity Compass actions are worked on at the institutional level, led, supported or coordinated by SFU's inaugural Equity Office. However, there are actions community members can take to help integrate Inclusive Excellence

Appendix A

Summary of progress



GOAL #1: RESPECT, BELONGING AND INCLUSION CULTURE & STRUCTURES

Objective 1: Ensuring the effective implementation of processes to comply with EDI-related legislation and institutional commitments for equity-deserving groups

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|-------|---|----------------------------|
| 1.1.1 | Create Respect and Personal Safety principles and a framework to implement SFU's respectful environment requirements. | Well Underway or Completed |
| 1.1.2 | Create a pan-university accessibility committee to meet compliance requirements and address recommendations in the Accessible British Columbia Act. | Well Underway or Completed |
| 1.1.3 | Develop an implementation plan to execute SFU's response to the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education to which SFU is a signatory and member. | Underway |

Objective 2: Fostering a culture of inclusive excellence

1.2.1 Work with key partners across SFU to advance safety and respectful environment
of the university's community. SFU is a signatory to the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education.





4.1.3 Ensure SFU completes and maintains its certification as a Living Wage employer.

Objective 2: Attracting and retaining employees from equity-deserving groups

4.2.1 Establish a BC Human Rights Commission-approved special program and internal guidance and