

EDI NEWSLETTER

April 2024

Dear Colleagues,

Thank you for your feedback and engagement with the first edition of the EDI newsletter. As we celebrate Diversity Month, we want to take a moment to shine a light on a crucial aspect of diversity that often goes unnoticed – the invisible dimension. When we think of diversity, we often focus on visible differences such as race, gender, and ethnicity. But there's another dimension of diversity that is equally important yet often invisible: our unique experiences, perspectives, and background.

As Aurora College employees, each of us brings a wealth of diverse experiences to the table. Whether it's our personal journeys, professional backgrounds, or cultural heritage, these invisible dimensions influence the way we see the world, interact with others, and navigate our daily lives. They are the things that make our college community vibrant and dynamic.

But here's the catch: because these dimensions of diversity aren't apparent, they often get overlooked. We may not realize the impact that our individual backgrounds and experiences have on our interactions with our students, colleagues, and community members. That's why it's crucial for us to acknowledge the invisible dimension of diversity. By embracing the unique perspectives and experiences that each of us brings to the table, we can create a more inclusive and equitable college environment.

So, how do we harness the power of the invisible dimension of diversity? It starts with listening and open-mindedness. It requires us to challenge our own biases and assumptions. We must be willing to step outside of our comfort zones, engage in difficult conversations, and confront systemic inequalities.

Let's commit to embracing the invisible dimension of diversity not just this month, but every day. Let's continue to create spaces where everyone feels welcome, seen, heard, valued, and empowered to succeed. Together, we can build a college community that celebrates the richness of diversity in all its forms.

[Diversity and Inclusion Quiz](#)

Meet our New Members

Laura Aubrey, Member *(she/her)*
Director, Thebacha Campus
Thebacha Campus

Rohma Nawaz, Member *(she/her)*
Student Success Coordinator
Thebacha Campus

Autism Awareness Month

Autism Spectrum Disorder (ASD) is often associated with **differences in communication, behaviour and learning** but it looks different for everyone.

Autism is a spectrum and people with autism may have different needs that require additional supports.

Some people like being referred to as a **person with autism**, while others identify as **autistic**. If you're not sure how someone identifies, **it's best to ask directly how they would like to be addressed**. Of course, this is only if they have already self-identified!

Click here to learn more about **Autism Acceptance!**



Many people with autism **prefer to use the Rainbow Infinity Symbol** instead of a puzzle piece.

It inspires a sense of inclusivity and **welcomes everyone in the autism community to feel accepted** in social circles!

World Autism Awareness Day is on April 2nd. We encourage you to **move beyond just awareness and share in Autism Acceptance!**

2SLGBTQQIA+ Celebrations

International Asexual Day Saturday, April 6th

Asexual is an umbrella term within the 2SLGBTQQIA+ community used to describe those who **feel little to no sexual attraction to others**.

Asexual people, or "aces," **often identify somewhere on a spectrum** that includes their emotional, spiritual and romantic attraction to other people.



Click on the **Asexual Flag** to learn more!



April 10th is the **International Day of Pink**, originally created to **challenge bullying against 2SLGBTQQIA+ youth**.

25th Anniversary of the Trans Flag

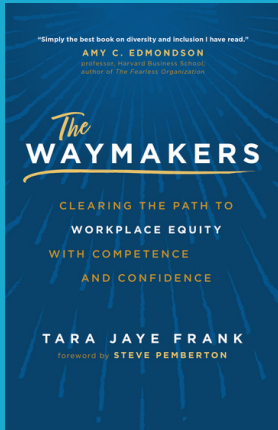
50th Anniversary of the Brunswick Four

50th Anniversary of the Depathologization of Homosexuality

Join us in marking the anniversary of these landmark milestones in Canadian history!

APRIL

EDI Book of the Month



The Waymakers:

Clearing the Path to Workplace Equity with Competence and Confidence

Tara Jaye Frank teaches us how to be curious and connect with one another to collectively build a thriving and equitable workplace for everyone.

Keep an eye out for copies arriving at all three Campus Libraries soon!

CCDI Resources

The EDI Committee is an Employer Partner with the Canadian Centre for Diversity and Inclusion (CCDI). This means all Aurora College Staff are entitled to CCDI's Resources! These Resources can help you learn how to be more inclusive, start conversations, and create equitable change in the workplace.

Instructions to Register

1. Visit [CCDI.ca](https://www.ccdi.ca)
2. Click the blue Register button
3. Select "Aurora College" from the Company/Organization dropdown
4. Complete the remaining fields using your work email address
5. Find Confirmation in your inbox
6. Log in and explore Resources like their Knowledge Repository!

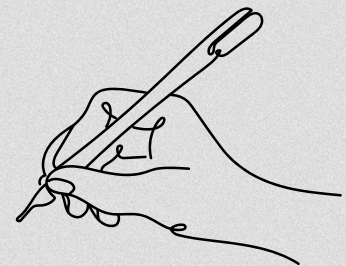
April 5th:
World Autism Awareness Month

April 7th:
International Day of Reflection on the 1994 Genocide against the Tutsi in Rwanda

April 6th:
International Asexuality Day

April 10th:
International Day of Pink

April 25th:
Girls in Information and Communication Technology (ICT) Day



This Newsletter is presented by the Equity, Diversity, and Inclusion Committee.

Reach out to us at EDI@auroracollege.nt.ca



**COLLÈGE
AURORA
COLLEGE**