Ideal College Defined	Change from 2021	% Increase	
Provide spaces for diverse populations to feel safe, welcomed and to be heard	Increase	23%	3.1
Further develop a culture of respect, empowerment, accountability, self-reflection, growth and openness	Increase	20%	2.9
We are committed to ensuring accessible services and education for all styles of learning	Increase	28%	2.6
Continue to engage with in discussions	Increase	21%	2.5
Encourage people to participate to ensure equity, diverse representation and equal voices are at the table	Increase	7%	2.5
We are committed to equal access to learning and technology	Increase	31%	2.5
Improve continuously	Increase	35%	2.4
We have diverse employee demographics that represent regional community populations	Increase	12%	2.4
Build knowledge of Indigenous history and understanding how it affects the Peoples today	Increase	31%	2.4
Create comfortable and safe spaces	Increase	8%	2.3
Establish an environment conducive to allow for greater connection	Increase	12%	2.2
We ensure all voices are acknowledged and heard	Increase	31%	2.2
We are welcoming and inclusive	Increase	3%	
Provide cultural competency training and resources	Increase	14%	
We will ensure everyone is understood, and may contribute in a meaningful way	Increase	21%	
We are committed to removing barriers	Increase	15%	
Recognize and rise above bias, stereotypes, assumptions, and discrimination	Increase	22%	
Decolonize the organization by Indigenizing in all possible areas	Increase	37%	
Review policies and procedures with a focus to EDI	Increase	11%	
Collect student and employee demographic information to better understand our community	Decrease	-6%	

0   2   4

2022 Benchmark Avg

Ideal College 2022 Results

2.2
Welcoming and
inclusive

2.1
Cultural
competency

2.2
All voices

2.1
Removing
barriers

2.2
Greater
connection

2.5
Continue to
engage with in

2.5
Voices at the
table

2.1
Decolonize by
indigenizing

2.3
Create
comfortable

3.1
Provide spaces

2.9
Culture of
respect...

2.5
Equal access

1.8
Demographic

2.4
Diverse
employees

2.6
All styles of
learning

2.4
Improve
continuously

1.9
Policies and
procedures

2.4
Indigenous
history

2.1
Recognize and
rise above

2.1
Understood
and contribute