


Document Name:	Inclusion, Diversity, Equity, Accessibility, and Interculturalism (IDEA+I) at CMTN	 <b>coast mountain college</b>
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**Inclusion, Diversity, Equity, Accessibility, and Interculturalism (IDEA + I) at CMTN**

*April 2026*

**Coast Mountain College's Statement of Commitment to IDEA + I**

At Coast Mountain College (CMTN), we are dedicated to nurturing a vibrant and welcoming community where inclusion, diversity, equity, accessibility, and interculturalism are fundamental values and form the lynchpin for guiding principle.

We acknowledge the historic and ongoing barriers that impact students, employees, and community members, and we are determined to identify and address these obstacles through meaningful dialogue, informed policy, and sustained action. Our institution is committed to creating an environment across all CMTN campuses where students and employees feel safe, valued, and supported.

**Notes:** Although accessibility is discussed in this forum, the Accessibility Advisory Committee (AAC) operates as a distinct body dedicated to achieving the objectives outlined by the CMTN Accessibility Plan.

While Indigenization is discussed in this forum under the umbrella of “interculturalism”, CMTN explores many ways to incorporate Indigenous knowledge systems and pedagogies into different spaces and contexts throughout CMTN. Governance councils including First Nations Council works with CMTN to prioritize activities that work towards the objectives outlined in the Truth and Reconciliation Commission’s 94 Calls to Action and the Declaration on the Rights of Indigenous Peoples Act.

**Definitions**

*Inclusion*

The intentional creation of a culture that embraces, respects, accepts, and values diversity. Inclusion involves deliberate and equitable efforts to meet individuals’ needs, ensuring that all

members of the community feel valued, respected, and able to contribute to their fullest potential. Where diversity may occur naturally, inclusion is the deliberate action that ensures individuals from diverse backgrounds work together effectively.<sup>1</sup>

### *Diversity*

The presence of a wide range of unique dimensions, qualities, and characteristics that individuals and groups possess. Diversity encompasses aspects such as race, ethnicity, age, gender, sexual orientation, religious beliefs, economic status, physical abilities, invisible disabilities, life experiences, and other personal attributes or perspectives, all of which contribute to both individual and collective diversity.<sup>1</sup>

### *Equity*

The principle of fairness and impartiality, ensuring that all individuals are treated in a manner that addresses their diverse needs. Equity involves removing barriers so that everyone has the opportunity to participate fully, perform to their potential, and engage equally within the community.<sup>1</sup>

### *Accessibility*

The practice of ensuring that individuals with exceptionalities have equal opportunities to access information, participate in activities, and utilize services in ways that are as effective, integrated, and user-friendly as those available to individuals without exceptionalities. Accessibility involves enabling individuals with exceptionalities to obtain information, resources, and services as independently and comprehensively as possible, ensuring equitable access to education, resources, and services.

CMTN is committed to supporting an accessible working and learning environment. For further details about CMTN's accessibility commitments and a comprehensive list of definitions, please refer to the CMTN Accessibility Plan.<sup>2</sup>

### *Interculturalism*

Interculturalism celebrates the many cultures that make up a community by bringing them together and fostering not just acceptance, but respect, interest, and a sense of 'we-ness'. A cross-cultural dialogue to challenge the self-segregation which tends to happen when multiple cultures live together in one area. Interculturalism learns from the shortcomings of multiculturalism and places emphasis on the historical interconnection of cultures and how concepts of tolerance, liberty, and rationality are shared across civilizations. It also decenters Western knowledge as the foundation for those concepts.<sup>3</sup>

By pressing against the idea that cultures have rigid boundaries, interculturalism seeks to build up the interaction between the beliefs, practices, and lifestyles of different ethnic groups and

national identities. It emphasizes an understanding of how much is shared already and how these commonalities provide a basis for further connection.<sup>3</sup>

## **Coast Mountain College Initiatives**

### *IDEA + I Forum*

IDEA + I is a CMTN forum dedicated to inclusion, diversity, equity, accessibility, and interculturalism. In particular, the forum explores and facilitates conversations focused on current barriers to IDEA + I, both within CMTN as an organization, and within the broader communities we serve.

Our approach is guided by listening to those with lived experience, providing a safe space for students and employees to share experiences, contribute to discussions, provide feedback on decisions, and identify opportunities for intentional and meaningful change on- and off-campus.

This forum also aims to identify and provide employee training in alignment with IDEA+ I values.

The forum has developed equity, diversity, and inclusion (EDI) events planning guidelines.<sup>4</sup> Adapted from Simon Fraser University's *EDI Checklist for Events*, these guidelines help planners to be mindful of fostering a community of collaboration, belonging, and appropriate representation.<sup>5</sup>

We hold ourselves accountable to this commitment through transparent evaluation and continuous learning as we work together to build a more equitable future.

### *Human Resources Statement*

CMTN is dedicated to employment equity and diversity by providing a workplace that is inclusive and welcoming. We aim to reflect the diversity found in our unique region throughout CMTN's workforce.

Our team is committed to recognizing the rights of Indigenous peoples. CMTN is also committed to inclusion, diversity, equity, accessibility, and interculturalism. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. If you anticipate needing accommodations at any stage of the hiring process, in the application or interviewing stage, or in the workplace, please contact HR in confidence prior to the closing date. We look forward to hearing from you.

### *First Nations Council*

First Nations Council guides the College in developing policy recommendations based on the educational issues and strategies of First Nations communities to increase student success rates in the Northwest region.

First Nations Council policy recommendations focus on student advocacy, program promotion, curriculum design, cultural issues and content, and program and educational service evaluation. The Council assists CMTN in improving its relationships with First Nations communities.<sup>6</sup>

### **CMTN's Core Values**

The College's core values are guiding principles to help us make decisions and determine priorities in our day-to-day work. Creation of the IDEA + I forum directly relates to CMTN's core values in the following ways:

*Adventure – We explore and take risks to engage in learning.*

Engaging with people from different cultures, backgrounds, and perspectives creates opportunities for intellectual and personal growth, inside and outside of the classroom.

Inclusion ensures that all students feel safe and empowered, and that they take academic and social risks to enhance their learning.

*Transformation – We enrich lives through learning.*

Through training and educational opportunities, students and employees at CMTN gain a better understanding of the issues facing marginalized groups and steps they can take to help address these issues.

Additionally, when students from all backgrounds feel supported at school they are more likely to succeed, both personally and academically.

*Integrity – We are respectful, transparent, accountable, and inclusive.*

Upholding integrity involves committing to fairness, justice, and ethical behaviour. This means being transparent and accountable in our efforts to create a diverse and inclusive community from an employee, student, and leadership perspective.<sup>7</sup>

### **End Notes**

1. "Glossary of DEIA terms," *Canadian Centre for Diversity and Inclusion*, October, 2024, <https://ccdi.ca/en/insights>.
2. "CMTN Accessibility Plan 2023-2026," *Coast Mountain College*, September, 2023, <https://www.coastmountaincollege.ca/about-cmtn/accessibility>.
3. Rattansi, Ali. *Multiculturalism: A very short introduction*. Vol. 283. Oxford University Press, 2011.

4. "ADM-004G Guidelines for Planning EDI Events," *Coast Mountain College*, December, 2023, <https://www.coastmountaincollege.ca/about-cmtn/policies-and-procedures/administration>.
5. "EDI Guide for Events," *Simon Fraser University*, accessed February 4, 2026, <https://www.sfu.ca/ceremonies/toolkit/edi-checklist.html>.
6. "First Nations Council," *Coast Mountain College*, accessed February 4, 2026, <https://www.coastmountaincollege.ca/about-cmtn/first-nations-council>.
7. "Our Core Values," *Coast Mountain College*, 2017, <https://www.coastmountaincollege.ca/about-cmtn/about/our-core-values>

**History:**

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