

# The 50 - 30 Challenge E-Book

Featuring tools, resources, and special highlights from the past two-years of the 50 – 30 Challenge Project to support your journey toward equity, diversity, and inclusion.



# The 50 - 30 Challenge E-Book

## About the 50 – 30 Challenge E-Book

Discover the journey, insights, and impact of the 50 – 30 Challenge Project in this comprehensive recap. Over two transformative years, this initiative brought together leaders, practitioners, and innovators to drive equity, diversity, and inclusion (EDI) in workplaces across Canada.

This e-book highlights key milestones, success stories, and the tools and resources developed to support organizations in achieving meaningful change.

Featuring tools, resources, and special highlights from the past two-years of the 50 – 30 Challenge Project to support your journey toward equity, diversity, and inclusion.



## With Immense Appreciation to our Funders:

We would like to thank Colleges and Institutes Canada (CICan), the department of Innovation Science and Economic Development Canada (ISED) and the 50 - 30 Ecosystem Partners for their generous contributions that have been the cornerstone of this project.

## Gratitude and Acknowledgments

With deep gratitude, we acknowledge the incredible partners, participants, and supporters who contributed to the success of the two-year 50 – 30 Challenge Project—your dedication and collaboration have made a lasting impact in advancing equity, diversity, and inclusion. We are grateful for the meaningful partnerships that have formed from the 50 – 30 Challenge.

Special recognition to Alyssa Warnock for the design, content creation, and development of the 50 - 30 Challenge E-Book. Also, with appreciation to CICan, Collège de Maisonneuve and Sheridan College for their continuous support.

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This chapter delves into the 50 – 30 Challenge, showcasing the project's journey, its impacts, key successes, and highlights over the two-year initiative.

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## **03 Organizational EDI Approach**

This chapter focuses on Organizational EDI Approaches, sharing strategies, best practices, tools, and insights to help organizations build and sustain equitable, diverse, and inclusive workplaces.

## **04 Workplace Practices and Employee Support**

This section delves into Workplace Practices and Employee Support, highlighting strategies, resources, and initiatives to foster inclusive environments and empower employees to thrive.

## **05 Leadership and Governance**

This chapter highlights strategies for fostering inclusive decision-making, building diverse leadership teams, and embedding equity, diversity, and inclusion into organizational governance structures.

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The chapter focuses on fostering understanding, respect, and inclusivity across diverse cultures, while providing tools and strategies to address biases and promote equitable interactions.

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This section showcases innovative projects, targeted strategies, and impactful efforts designed to advance equity, diversity, and inclusion within organizations and communities.

## **08 Continuing your EDI Journey**

This final chapter provides resources to support ongoing efforts toward equity, diversity, and inclusion beyond the project.

# The 50 - 30 Challenge E-Book

Throughout this e-book, clickable tools, articles, and links are available to help you explore resources and access additional information with ease.



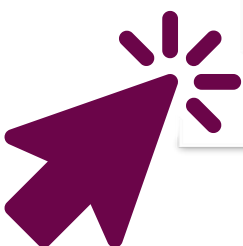
## **Tools and Resources:**

Organizational EDI Approach

**Fact Sheet - EDI Change:  
Myth and Fact Sheet**



**Tip Sheet - How to Adopt  
Inclusive Practices in the 50 –  
30 Challenge in 9 Steps**



An illustration of three diverse professionals (two women and one man) in business attire, overlaid with a dark blue grid pattern. The background is split into pink and orange sections. The text is centered over the grid.

CHAPTER 01

# The 50 - 30 Challenge

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# About the 50 - 30 Challenge

The 50 – 30 Challenge is a Government of Canada initiative — in collaboration with Canadian businesses and diversity organizations — that aims to advance equity, diversity and inclusion in organizations across Canada. The initiative challenges organizations to aspire to two goals for their boards and/or senior management:

1. Gender parity (50% women and/or non-binary people); and
2. Significant representation (30%) of other equity-deserving groups, including racialized people, people with disabilities, 2SLGBTQ+ individuals and Aboriginal and/or Indigenous Peoples.

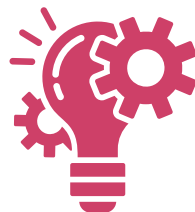
More than just a numbers-driven initiative, the 50 – 30 Challenge is about fostering inclusive environments where diverse perspectives are valued and empowered.

## Organizations that prioritize equity, diversity, and inclusion can:



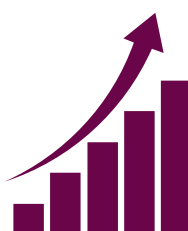
### Tap Into New Markets

Diverse teams see opportunities from different perspectives and connect with unmet market needs.



### Drive Innovation & Growth

Companies with diverse management teams generate 19% higher revenue from innovation.



### Boost Financial Performance

- Gender-diverse executive teams outperform by 48%
- Culturally diverse executive teams outperform by 36%

# The 50 - 30 Challenge Network

The 50 – 30 Challenge has been made possible through the collective efforts of a dynamic network of ecosystem partners, organizations, and changemakers committed to advancing equity, diversity, and inclusion (EDI) in workplaces and beyond.

Following a call for applications in 2021, the Government of Canada announced five Ecosystem Partners to support the 50 — 30 Challenge. These organizations received funding to implement support services and provide guidance to 50 – 30 Challenge participants. The five Ecosystem Partners are:

- Colleges and Institutes Canada (CICan)
- Diversity Institute
- Egale Canada
- Women’s Economic Council
- Global Compact Network Canada

The 50 – 30 Challenge has thrived through the dedicated efforts of ecosystem partners, who have played a vital role in embedding equity, diversity, and inclusion (EDI) in workplaces across Canada. Their expertise, resources, and guidance have provided organizations with the tools, training, and peer support needed to drive meaningful and lasting change.

By collaborating across sectors, ecosystem partners have fostered shared learning, innovation, and accountability, creating a ripple effect that extends beyond individual workplaces and into broader society. Their efforts have strengthened leadership pipelines, reshaped workplace policies, and laid a strong foundation for inclusive growth, ensuring that EDI remains a priority in Canada’s evolving workforce.





# The Power of Collaboration: Advancing EDI in Workplaces

Colleges and Institutes Canada (CICan) is one of five 50 – 30 Challenge Ecosystem Partners selected by the Government of Canada to help participants adopt diversity practices within their organizations.

CICan, in turn, has built a project team comprised of five 50 – 30 Challenge Hubs and two Knowledge Mobilization and Dissemination Centres (KMDCs) to support organizations that have committed to the 50 – 30 Challenge.

Sheridan College is the English-speaking KMDC and Collège de Maisonneuve is the French-speaking KMDC.

## The five 50 – 30 Challenge Hubs included:

- College Boreal
- Fanshawe College
- Georgian College
- Northern College
- Northern Lights College

A heartfelt thank you again to the incredible 50 – 30 Challenge team for their unwavering dedication, collaboration, and commitment to advancing equity, diversity, and inclusion through this impactful initiative.



Sheridan





# The Heart of the Challenge: Recognizing the People Powering Change

The 50 – 30 Challenge has been a collaborative effort, bringing together organizations, institutions, and individuals dedicated to advancing equity, diversity, and inclusion across Canada. While the project has provided tools, resources, and guidance to support systemic change, its true impact lies in the relationships built and the collective commitment to creating better workplaces for all.

We want to extend our deepest gratitude to the ecosystem partners, Knowledge Mobilization and Dissemination Centres (KMDCs), hubs, and organizations—and specifically, the dedicated individuals within them—whose collaboration, expertise, and unwavering support have been instrumental in advancing equity, diversity, and inclusion.

This project was made possible—and truly successful—because of your commitment to supporting pledged participant organizations on their EDI journeys. Your efforts have led to meaningful relationships, the advancement of key goals, and real progress toward creating better, more equitable workplaces for all.

Beyond the numbers, tools, and resources shared throughout this e-book, we also want to highlight the human experiences, in-person events, and the moments in between—from photos and event recaps to testimonials and reflections. These elements capture the heart of the project, reminding us that real change happens through connection, dialogue, and collective action.



This group photo was taken at the first 50 – 30 Challenge Hubs training session in Ottawa, facilitated by Alicia Sullivan and Yudara Weerakoon from Sheridan's KMDC on February 2, 2023, capturing a pivotal moment of collaboration and commitment to EDI.

# The 50 - 30 Challenge Resources

**The 50 – 30  
Challenge:  
Your Diversity  
Advantage  
(Government  
of Canada  
website)**

**The What  
Works Toolkit  
(Developed by  
the 50 – 30  
Challenge  
Ecosystem  
Partners)**



**Learn About  
The 50 – 30  
Challenge:  
Your  
Diversity  
Advantage**

**Tip Sheet -  
How Can Small  
Organizations  
Take Part in  
the 50 – 30  
Challenge?**

The resources above are for and from the 50 – 30 Challenge, designed to support your organization's 50 – 30 journey.

# The 50 – 30 Journey: Celebrating Progress

This section brings to life the 50 – 30 Challenge over the past two years, showcasing key data and the lasting impact of collective efforts to drive meaningful change. While it's impossible to capture every milestone, this e-book offers a closer look at the work accomplished, the connections built, and the progress made.

## EDI LEARNING SERIES

- Total of **1,527** Learners (*November 2023 - February 2025*)
- **809** Learners in the Non-Profit Course
- **720** Learners in the Cross Sector Course
- The Learning Series provided a key professional development opportunity for organizations, with Good Shepherd registering **200+** learners to enhance EDI learning.

## EDI COMMUNITY OF PRACTICE

- **21** Sessions (*March 2023 - March 2025*)
- **78** Participants
- **45** Unique Organizations

## KNOWLEDGE SHARING EVENTS

- CIGan's 50 – 30 Team hosted **212 events**
- Sheridan's EDI KMDC has hosted **27** events with nearly **2,600 participants**, over half attending multiple sessions.

## EDI ADVISING & CONSULTING

- CIGan's 50 – 30 Team served **2,487** for-profit organizations and **5,447** not-for-profit organizations.

“I have been reflecting on my time in the 50 – 30 Challenge, and participating within the Community of Practice, as well as being a major beneficiary of the excellent webinars put forth by the KDMC (the Sheridan College Dream Team), and I wanted to express my immense gratitude for the work that you are doing. It is remarkable to see what has come out of the KDMC since it began earlier this year. I want to commend you on how much you have been able to achieve, but more so, how well you are doing it. This is not the same old EDI knowledge – I know that I am always challenged, always learning something new, always inspired by a new concept or reframing...Thank you for doing this important work that higher education is so truly in need of – it will have impacts for years to come!”

(Alberta College Leader)

An illustration of three diverse individuals in a professional setting. On the left, a woman with dark hair in a bun, wearing a light blue long-sleeved shirt and a dark belt. In the center, a man with a beard, wearing a dark suit, white shirt, and dark tie. On the right, a woman with dark curly hair, wearing a dark blazer over a light blue top and a dark belt. The background is composed of various colored geometric shapes in shades of pink, purple, blue, and orange. The text is overlaid on a dark blue diamond-shaped area.

CHAPTER 02

# Inclusive Language and Communication

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# Inclusive Language and Communication

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## Here's How to Get Started:

Best practices, tips and actions you can take to support your organization EDI journey.

01

It's important to be mindful that language is constantly evolving. Language should also be based off the direction of the individual (e.g., some people prefer person-first language, whereas others prefer identity-first language).

02

Ensure that your communication is accessible to all. Use plain language to make your message clear and easy to understand, and avoid overly complex jargon or technical terms. For written materials, ensure they are compatible with screen readers and that alternative text (alt text) is provided for images.

03

Adjust language based on your audience to ensure it resonates inclusively. What works in one context may not in another, so consider the diverse backgrounds, experiences, and knowledge levels of your audience.

**Using inclusive language respects our differences, rather than ignoring them.**

# Tools and Resources:

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## Inclusive Language & Communication



These guides include a comprehensive selection of inclusive language definitions, practices and additional resources. They help us all communicate with each other and the people we serve in the most unbiased and affirming ways possible.



The background features three stylized, semi-transparent illustrations of diverse professionals: a woman on the left with her hair in a bun, a man in the center wearing a suit and tie, and a woman on the right with curly hair. They are set against a vibrant, multi-colored geometric background with shades of pink, purple, orange, and blue. The overall aesthetic is modern and professional.

CHAPTER 03

# Organizational EDI Approach

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# Organizational EDI Approach

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## Here's How to Get Started:

Best practices, tips and actions you can take to support your organization EDI journey.

01

Ensure that EDI is a top priority for leadership. Leaders should actively champion EDI initiatives, model inclusive behaviors, and embed EDI into the organization's mission, vision, and values. Publicly committing to measurable goals, such as diversifying leadership or reducing pay gaps, can set the tone for the entire organization.

02

Create a formal EDI strategy that aligns with organizational goals and outlines clear objectives, timelines, and accountability measures. Ensure the strategy is informed by data and includes input from diverse voices across the organization.

03

Define specific, measurable, and time-bound EDI goals. Use tools like surveys, demographic data, and focus groups to assess progress. Regularly share updates on EDI initiatives with employees and stakeholders to demonstrate accountability and transparency.

**An effective organizational EDI approach embeds inclusion into culture, policies, and practices while ensuring accountability and progress.**

# Tools and Resources:

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## Organizational EDI Approach

### **EDI IMPACT Maturity Model**

The EDI (Equity, Diversity and Inclusion) IMPACT Maturity Model is a tool to help organizations evaluate their current state and develop goals for enhancing their EDI efforts. It is a valuable approach to assess and improve your organization's EDI efforts over time.

The EDI Maturity Journey Self-Assessment Tool is designed to support organizations pinpoint their current maturity level by evaluating their practices against the model's characteristics and identifying areas needing focus and improvement to advance their EDI efforts.

### **EDI Maturity Journey Self- Assessment Tool**

By emphasizing the representation of Indigenous Peoples and equity-deserving groups in senior management and boards, organizations committing to the 50 – 30 Challenge strive to create the conditions for a greater diversity of voices, participation and leadership within organizations, resulting in more dynamic, sustainable and thriving organizational systems.

# Articles

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## Organizational EDI Approach

These curated articles support organizations in fostering meaningful and sustainable equity, diversity, and inclusion.



### APPLYING BEHAVIOURAL INSIGHTS TO CULTIVATE DIVERSITY AND INCLUSION

Written by Dr. Sonia K. Kang

### REFLECTIONS OF A CHIEF DIVERSITY OFFICER – LEVERAGING EDI TO DRIVE CULTURE CHANGE IN ORGANIZATIONS

Written by Dr. Denise O’Neil Green



### BUILDING A SUCCESSFUL DEI STRATEGY REQUIRES MORE THAN “PASSION”

Written by Sadaf Parvaiz



# Tools and Resources:

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## Organizational EDI Approach

### Fact Sheet - EDI Change: Myth and Fact Sheet



### Tip Sheet - How to Adopt Inclusive Practices in the 50 – 30 Challenge in 9 Steps

“I’ve had the pleasure of working with the Knowledge, Mobilization, and Dissemination Centre (KMDC) at Sheridan College on our equity, diversity and inclusion policy, and I must say that their support has been exceptional. They provided us with valuable insights and guidance that helped us improve our policy to ensure that we were more inclusive and diverse.”

(Saskatchewan College Leader)



CHAPTER 04

# Workplace Practices and Employee Support

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# Workplace Practices and Employee Support

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## Here's How to Get Started:

**Best practices, tips and actions you can take to support your organization EDI journey.**

**01**

Create a workplace culture where all employees feel valued, respected, and empowered to contribute their unique perspectives. Establish clear policies, ensure transparency in decision-making, and promote open communication where feedback is encouraged and acted upon. Psychological safety is critical for everyone.

**02**

Regularly assess workplace policies and benefits to ensure they are equitable and address the diverse needs of employees. This includes offering flexible work arrangements to accommodate different life circumstances, providing comprehensive parental leave that is inclusive of all family types, and implementing wellness programs.

**03**

Develop and deliver regular EDI training and education to raise awareness, address unconscious bias, and equip employees with practical tools to foster inclusivity. Beyond formal training, provide access to EDI-related resources, and offer mentorship programs that focus on building a pipeline of diverse talent and leadership within the organization.

**Effective workplace practices and employee support prioritize equity, foster inclusivity, and provide resources, policies, and opportunities that empower all employees to thrive both personally and professionally.**

# Tools and Resources:

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Workplace Practices and Employee Support

## Tip Sheet - Employee Retention – 5 Dimensions of Great Workplace Experience



## Tip Sheet - Supporting your Muslim Employees during Ramadan

# Articles

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## Workplace Practices and Employee Support

These curated articles support organizations in fostering meaningful and sustainable equity, diversity, and inclusion.



### HOW CAN EMPLOYERS WORK TO CREATE INCLUSIVE, DIVERSE AND EQUITABLE WORKPLACES?

Written by Marianne Sy-Lucero

### WELCOMING YOUR TRANS OR NON- BINARY COLLEAGUE – WORKPLACE INCLUSION

Written by S. Bear Bergman



“I have received a wealth of information from the KMDC in the form of tools, webinars, information documents and a community of practice. Being relatively new to the EDI field which is overwhelming to the newcomer, I am finding that I am getting good, concrete direction which is a great help to me in planning and structuring our EDI implementation. I also find that it is very encouraging to know that the KMDC services and supports are readily available to accompany me in my role in this endeavor.”

(Quebec College Leader)

The background features a stylized illustration of three diverse professionals. On the left, a woman with dark hair in a bun wears a light blue long-sleeved top and a dark belt. In the center, a man with a beard and short hair wears a dark suit, white shirt, and dark tie. On the right, a woman with dark curly hair wears a dark blazer over a blue top and a dark skirt. The background is composed of various geometric shapes in shades of pink, purple, orange, and blue.

CHAPTER 05

# Leadership and Governance

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# Leadership and Governance

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## Here's How to Get Started:

**Best practices, tips and actions you can take to support your organization EDI journey.**

**01**

Leadership should begin by establishing a formal EDI strategy that aligns with the organization's mission and values. This includes defining measurable goals, such as increasing diversity in leadership, reducing pay gaps, or improving inclusion metrics. Communicating these commitments to constituents regularly ensures transparency and fosters accountability at all levels.

**02**

An inclusive organization starts with diverse leadership. Conduct audits to identify gaps in representation within leadership and governance roles. Proactively recruit diverse talent by broadening hiring networks and implementing equitable hiring practices. Mentorship and sponsorship programs can also play a vital role in supporting the growth of underrepresented employees into leadership positions.

**03**

Accountability is critical for long-term success. Integrate EDI goals into leaders' performance evaluations, with specific metrics to measure progress. Leaders should regularly report on organizational EDI initiatives, demonstrating their commitment to driving meaningful change. Modeling inclusive behaviors, such as acknowledging biases and encouraging diverse opinions is essential.

**Successful leadership and governance in EDI involve fostering transparency, prioritizing diverse perspectives in strategic planning, and equipping leaders with the tools to champion inclusion and drive systemic change.**

# Tools and Resources:

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## Leadership and Governance



### **Board Kit: EDI Assessment and Planning**

This board kit aims to provide an accessible tool for leaders to assess the diversity and skill-sets of their board members and benchmark their board's progress on their Equity, Diversity and Inclusion (EDI) journey. This kit has been designed to support organizations committed to the 50 – 30 Challenge, giving meaningful guidance on both data collection and essential frameworks to achieve and sustain 50 – 30 goals and beyond.



# Articles

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## Leadership and Governance

These curated articles support organizations in fostering meaningful and sustainable equity, diversity, and inclusion.



### ELEMENTS OF INCLUSIVE, ANTI- OPPRESSIVE GOVERNANCE

Written by Tanya Hannah Rumble

### LEADING BY EXAMPLE: HOW INDIGENOUS PERSPECTIVES ON BOARDS LEAD TO IMPACTFUL CHANGE

Written by Melissa Hardy Giles



“[The CIGan KMDC at Sheridan College] has supported me as a thought partner, a hub/connector, a researcher and a guide along the EDI path. For instance, they connected me with a colleague at another college in the region for collaboration and reciprocal mentorship on the self-ID process. Through their support, I was able to execute Selkirk College's first 50-30 survey of its leadership team and board, to contextualize these results, and to start planning for next steps.”

(British Columbia College EDI leader)

An illustration featuring three stylized human figures in a professional setting. On the left is a woman with dark hair in a bun, wearing a light blue long-sleeved top and a dark belt. In the center is a man with a beard, wearing a dark suit, white shirt, and dark tie. On the right is a woman with dark curly hair, wearing a dark blazer over a light blue top and a dark belt. The background is composed of various geometric shapes in shades of pink, purple, and orange. A large, semi-transparent dark blue diamond shape is overlaid on the center, containing the chapter title.

CHAPTER 06

# Cultural Awareness and Sensitivity

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# Cultural Awareness and Sensitivity

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## Here's How to Get Started:

**Best practices, tips and actions you can take to support your organization EDI journey.**

**01**

Provide training on cultural competence, unconscious bias, and inclusive behaviors to help employees and leaders understand and respect diverse cultural identities. Share resources like cultural calendars and case studies to enhance awareness of cultural norms and traditions. Hosting workshops or guest speakers can also foster empathy and deepen understanding across cultural differences.

**02**

Recognize and celebrate cultural holidays, heritage months, and traditions to demonstrate appreciation for diversity. Create opportunities for employees to share their cultural experiences through events, storytelling sessions, or newsletters. Activities like cultural potlucks or art showcases can also bring teams closer together while fostering understanding.

**03**

Ensure workplace policies and practices are inclusive and culturally sensitive. Include accommodations like prayer rooms, flexible dress codes, or time off for religious or cultural observances. Review hiring and promotion processes to ensure they recognize diverse qualifications and experiences.

**Promoting cultural awareness and sensitivity involves educating teams on diverse perspectives, addressing biases proactively, and creating safe spaces for collaboration that honor and respect cultural differences.**

# Tools and Resources:

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## Cultural Awareness and Sensitivity



### **Fact Sheet - Inclusive Workplaces – Recognizing Holidays, Observances and Celebrations**

Recognizing every holiday and observance can be challenging, but making an effort to acknowledge a wide range of cultural and religious celebrations helps create an inclusive and welcoming workplace. Instead of assuming which holidays are important to employees, create an open dialogue or offer a voluntary survey to understand and acknowledge the diverse traditions within your workplace.

# Articles

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## Cultural Awareness and Sensitivity

These curated articles support organizations in fostering meaningful and sustainable equity, diversity, and inclusion.

### THE EQUITY, DIVERSITY, AND INCLUSION PHILOSOPHIES OF THE KASWENTHA OR TWO ROW WAMPUM

Written by Rye Karonhiowanen Barberstock,



Two Row Wampum belt (replica). Photo by Ryan Karonhiowanen Barberstock

### SHAME AND DISCOMFORT AS 'TOOLS' IN THE EDI TRAINING TOOLBOX

Written by Alicia Sullivan



### SOCIAL LOCATION AND SYSTEMS OF OPPRESSION

Written by Tanya Hannah Rumble

An illustration of three diverse professionals in business attire. In the center is a man with a beard wearing a dark suit and tie. To his left is a woman with her hair in a bun, wearing a light blue top and dark pants. To his right is a woman with curly hair, wearing a dark blazer over a blue top and a patterned skirt. The background is composed of various colored geometric shapes in shades of pink, purple, orange, and blue.

CHAPTER 07

# Special Initiatives and Programs

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# Special Initiatives and Programs

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## Here's How to Get Started:

**Best practices, tips and actions you can take to support your organization EDI journey.**

**01**

Special initiatives and programs should be anchored in your organization's EDI goals and overarching mission. This alignment ensures initiatives contribute meaningfully to the bigger picture, rather than existing in isolation. When programs are directly tied to your core values, they are more likely to gain buy-in from stakeholders, attract resources, and deliver sustainable, long-term impact.

**02**

Collaboration with organizations, community groups, or subject matter experts can elevate your initiatives. Partnerships allow you to leverage shared resources, pool knowledge, and increase outreach. By working in unison with like-minded entities, your programs can achieve greater visibility and effectiveness, while promoting a united approach to advancing equity, diversity, and inclusion.

**03**

Accessibility is a cornerstone of inclusivity. Ensure that all programs are accessible to everyone by considering diverse needs, including language options, physical accommodations, and virtual participation. Proactively identifying and addressing barriers ensures no one is excluded from participating in or benefiting from your initiatives.

**Design special initiatives and programs that are inclusive, adaptable, and aligned with your organization's EDI goals, ensuring they address specific needs, foster collaboration, and create lasting, measurable impact.**

# Tools and Resources:

## Special Initiatives and Programs



## Tip Sheet - Designing Secure and Accessible Virtual Environments

Creating secure and accessible virtual environments ensures that all employees can fully participate and engage, regardless of ability or location. While it can be challenging to meet everyone's needs, prioritizing accessibility and security fosters inclusivity and trust. Implement features like captioning, screen reader compatibility, and multi-factor authentication, and seek feedback from participants to continuously improve the virtual experience for all.

“Thank you to Sheridan College and College and Institutes Canada for the opportunity to discuss the What Works Toolkit and the 50 – 30 Challenge in more depth and in-person. It was fantastic to hear what other organizations are doing to be inclusive in how they attract, retain, and foster an environment of belonging for equity-deserving groups in their workforce.”

(50 - 30 Challenge Participant)

# The EDI Journey Continues...

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As you continue your EDI journey, we encourage you to keep building on this important work. Stay committed, keep learning, and support meaningful change in your workplace and beyond. Feel free to explore the sites below to help guide and sustain your efforts.

[www.sheridancollege.ca/kmdc](http://www.sheridancollege.ca/kmdc)

[www.50-30challenge.ca](http://www.50-30challenge.ca)

[50-30-challenge-your-diversity-advantage](#)

