



# MITT Anti-Racism Action Plan

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## Statement Against Racism

At the Manitoba Institute of Trades and Technology (MITT) we acknowledge that racism exists and has deeply impacted our society. We recognize that historical actions and policies have shaped the realities we face today, and it is our responsibility to understand these contexts to make fully informed and accountable decisions at individual, institutional, and systemic levels.

At MITT, we stand firmly against racism and discrimination in all its forms. We believe that every individual, regardless of their race, ethnicity, gender, gender expression, sexual orientation, or background, deserves to be treated with dignity and respect. Racism and discrimination have no place in our community, and we are committed to creating an environment where everyone feels safe, valued and included.

Equity, diversity, and inclusion are not just principles we uphold; they are the foundation of our educational mission. We recognize that a diverse and inclusive environment enriches the learning experience, fosters innovation, and prepares our students to thrive in a global society. By embracing these values, we ensure that all members of our community have the opportunity to reach their full potential.

We are dedicated to promoting awareness, understanding, and action against racism and discrimination. Through education, dialogue, and collaboration, we strive to build a campus culture that celebrates diversity and equity. We encourage all members of our community to join us in this important work, as we continue to make our institution a place where everyone can succeed and feel a sense of belonging.

Together, we can create a brighter, more inclusive future for all.

## Focus on People

MITT recognizes that diversity bring strengths to our organization, such as different perspectives, innovation and a more dynamic and adaptable environment. Attracting a diverse workforce and student body is important as it allows MITT to better understand and connect with a wide range of communities, enhancing its ability to meet diverse needs and remain adaptable in a changing world. When individuals are treated with fairness, dignity, and respect, it creates a supportive and collaborative culture where everyone can thrive. By prioritizing inclusion and providing equal opportunities, the organization strengthens its overall success and builds a foundation of trust and teamwork that benefits everyone.

### Goals

- To attract, retrain and develop a highly qualified, capable and diverse workforce that reflects the community at large.
- To reject any form of intimidation, discrimination, or racism in any manner and to address any issues that are in contravention of this statement.
- To attract, recruit and educate a diverse and talented student population – one that mirrors the diversity of Manitoba’s workforce and its communities.

### Actions

- Ensure that unbiased employee -based recruitment and hiring practices are followed.
- Ensure that unbiased student recruitment and admissions practices are followed.
- Continue to establish partnerships with Indigenous and diverse professional organizations and educational institutions.
- Develop a plan to identify and implement important data collection points going forward and better understand how to appropriately collect relevant data on current employees.
- Ensure that students and staff are aware of procedures for reporting incidents of discrimination and/or bias in the classroom and as part of any work-integrated learning opportunities.
- Identify additional training for all staff to reduce incidents such as bullying and racism, that can be delivered through technology, live on site and/or outside the organization. All staff are required to complete the Province of Manitoba’s Anti-Racism online training program annually.

### Applicable Policies

- [MITT Respectful Workplace, Harassment Prevention and Non-Discrimination Policy](#)
- [MITT Staff Concerns and Complaints Policy](#)
- [MITT Student Concerns Policy](#)
- [MITT Code of Conduct and Staff Ethics](#)

## Focus on Organizational Culture

MITT recognizes that our culture plays a vital role in shaping the workplace and learning environment, influencing how our employees and students interact, collaborate, and feel valued. By promoting anti-racism and prioritizing equity, diversity, and inclusion (EDI), we cultivate an atmosphere of respect and understanding, where everyone feels safe and supported. Integrating these values into our culture enables us to celebrate differences, eliminate barriers, and create an environment where all individuals have the opportunity to thrive, boosting innovation, productivity, and overall employee well-being.

### Goals

- To foster a welcoming, respectful, and supportive corporate culture that celebrates individual differences, promotes dignity and inclusion, and helps every member of the MITT community realize their maximum potential.
- To encourage any employee or student who feels that they have not been treated fairly and have been subject to discrimination to raise their concerns in a safe environment.

### Actions

- Review existing policies and procedures to identify and eliminate discriminatory systems and practices.
- Review existing policies to ensure that we are effectively promoting diversity and inclusion.
- Remind employees and students of their avenues for reporting and addressing incidents of harassment, racism and discrimination.
- Increase staff knowledge and skills to incorporate accessibility principles, guidelines and tools in their day-to-day work through specific training.
- Continue to support MITT's EDI Committee and provide them with tools they need to have an impact on the college community.

### Applicable Policies

- [MITT Equity, Diversity and Inclusion Statement](#)
- [MITT Respectful Workplace, Harassment Prevention and Non-Discrimination Policy](#)
- [MITT Expectations of Staff](#)
- [MITT Strategic Plan](#)

## Focus on Development

MITT recognizes that prioritizing staff development is crucial for supporting the organization's growth and success by equipping employees with the skills, knowledge, and opportunities they need to thrive. By providing ongoing training and professional development, we will strive to ensure that all employees, regardless of background, can reach their full potential. This commitment to development also helps address racism in the workplace by fostering greater awareness, promoting inclusive practices, and dismantling biases, creating an environment where everyone is treated fairly and has the chance to succeed. Ultimately, investing in staff development leads to a more inclusive, respectful, and high-performing workplace.

### Goals

- Focus on understanding and eliminating the systemic and attitudinal obstacles experienced by any member of the MITT community who belongs to a specified identity group.
- To continue to provide ongoing cultural and social awareness, education, training and learning to help improve understanding between various groups and to ensure MITT is knowledgeable about equity, diversity and inclusion.

### Actions

- Continue to require mandatory annual training on topics including anti-racism, respect in the workplace and sexual harassment for all employees.
- Identify additional training for all staff to reduce incidents such as anti-bullying and anti-racism, etc. that can be delivered through technology, live on site and/or outside the organization.
- Continue to share an EDI calendar of events to promote cultural awareness and understanding.

### Applicable Policies

- [MITT Equity, Diversity and Inclusion Statement](#)



## Focus on Partnerships

At MITT, we recognize that focusing on partnerships is essential for supporting our organization by building meaningful relationships with diverse communities and fostering collaboration that broadens our understanding of different perspectives. By actively engaging with external partners, we strengthen our commitment to equity, diversity, and inclusion (EDI), ensuring that these values are reflected both within our organization and in the wider community. These partnerships also play a key role in addressing racism in the workplace by promoting inclusive practices, providing learning opportunities, and supporting initiatives that challenge biases. Ultimately, prioritizing partnerships helps us create a more diverse, inclusive, and connected workplace.

### Goals

- To continue to undertake strategic outreach to develop meaningful relationships with diverse communities.
- Continue to build mutually beneficial relationships with Manitoba's Indigenous communities.
- Continue to foster relationships and participate in initiatives throughout our community that fosters learning and highlights the values of MITT.

### Actions

- Partner with employee resource groups and community organizations that focus on diversity, equity, and inclusion in the workplace.
- Identify community organizations that focus on supporting students, particularly those from marginalized backgrounds.
- Create opportunities for students to engage with the community through volunteer work, internships, and service-learning projects.
- Partnerships with various Indigenous groups and organizations to foster collaboration, cultural awareness, and mutual support.

### Applicable Policies

- [MITT Equity, Diversity and Inclusion Statement](#)

## Focus on Business Processes

At MITT, we understand that focusing on business processes is essential for ensuring that equity, diversity, and inclusion (EDI) are considered into every aspect of our operations and educational practices. By embedding inclusive practices into our business processes, we ensure that decisions are made fairly and transparently, creating a more equal and supportive environment for all employees. This approach helps address racism in the workplace by identifying and removing barriers that may disadvantage certain groups, ensuring equal opportunities for everyone. Refining our business processes with EDI in mind strengthens our organization, promotes a more inclusive culture, and drives sustainable success.

### Goals

- To ensure that organizational and educational policies promote equity and do not perpetuate racism and discrimination.

### Actions

- Review existing policies and procedures to identify and eliminate discriminatory practices in both the workplace and classroom.
- Review existing policies to ensure that that MITT is pursuing diversity and inclusion throughout its administrative and academic policies.
- Ensure employees and students are aware of protocols for reporting and addressing incidents of racism.
- Evaluate accessibility to organizational systems to ensure they can be accessed to various members of our diverse community in an equitable manner.

### Applicable Policies

- [MITT Equity, Diversity and Inclusion Statement](#)



## Review

Our Human Resources Department will annually review our progress. Through the collection of feedback from staff, community groups and the review of key organizational metrics, we will better understand our progress, identify areas of improvement and measure the impact of our initiatives on equity, diversity, and inclusion. Adjustments will be made as necessary to continuously improve our efforts and ensure sustained progress.

## Conclusion

In conclusion, our commitment to cultivating a fair, inclusive, and diverse workplace and educational environment is foundational to the success of our organization. Through our dedication to this anti-racism action plan, we are taking meaningful steps to eliminate discrimination, promote equity, and foster an environment where all individuals feel valued and respected. Through ongoing efforts in recruitment, staff and student development, partnerships, and business processes, we aim to build a culture that reflects the diversity of the community we serve. Our dedication to monitoring progress and making necessary adjustments ensures that we remain accountable in our mission to create lasting change, making our workplace and educational environment more inclusive and supportive for all.