



Ombudsperson Update

The final weeks of a semester normally include a logjam of assignment, project, and presentation deadlines, exams looming on the horizon, and stress levels peaking for both students and instructors. It's also a time when we see an increase in **Academic Conduct** situations.

Here are a few reminders of how to navigate Academic Conduct when it rears its ugly head:

Students, and advisors supporting students:

1. First and foremost, *RELAX*. A conduct allegation does not presume guilt, and the conduct process guarantees students an opportunity to share their side of the story.
2. Check out the [Office of Community Conduct](#) FAQ's on student academic conduct.
3. Review the Student Academic [Conduct](#) procedure and its accompanying schedules.
4. Contact Saitsa for advocacy support (saitsa.advocacy@edu.sait.ca). An appointment with the [Office of the Ombudsperson](#) can also be helpful in understanding what to expect through the hearing process.

5. If students recognize that they made a mistake, it's best to be honest about it. Withholding information or distorting the truth can make the situation worse.

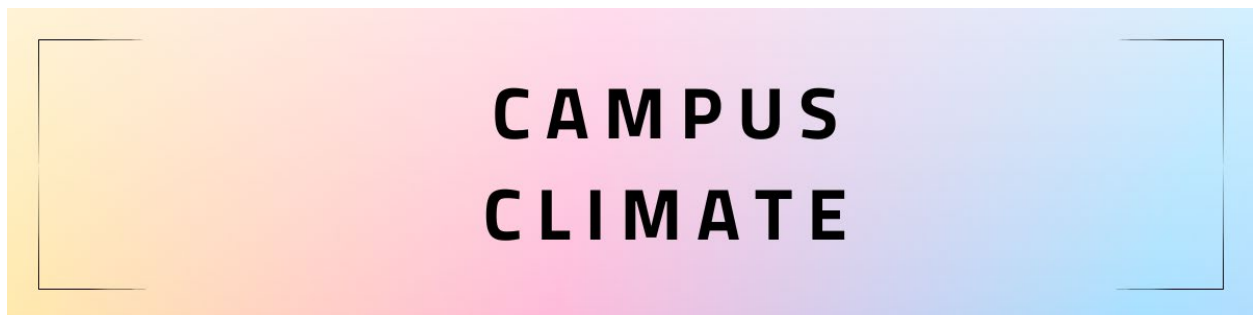
Instructors and Academic Chairs:

1. Review the Student Academic [Conduct](#) procedure and its accompanying schedules. Instructors don't need to memorize this procedure; they only need to know where to find it and when to initiate it.
2. Reporting an allegation to an Academic Chair is the beginning of the process, not the end. Because the AC hasn't had interactions with the student throughout the term, they can review the allegation impartially and focus on the evidence to make decisions about how the case should proceed.
3. The Office of Community Conduct maintains a library of decision templates to support Academic Chairs and ensure consistency and fairness. These can be found at [Document Hub : SAITNOW](#) (in the Search bar, enter 'Office of Community Conduct').

Academic conduct cases can surface on either side of the December holiday break. The [Office of the Ombudsperson](#) will be available to assist up to December 24, and then again in the new year.

Happy holidays, everyone!

Equity, Diversity & Inclusion Update



Candy Cane Christmas Concert on December 3rd

Get into the holiday spirit at the Candy Cane Christmas Concert **on Dec. 3, from 12 pm to 2 pm in the John Ware Building!**

- Live music by the talented Palladio band 🎵
- Santa Claus and Mrs. Claus for photo ops 📷 🧑🏻
- A hot chocolate bar, candy canes, and plenty of sweet treats 🍫 🍵
- Fun holiday activities for everyone 🎉

This event is open to all SAIT students, faculty, and staff. Don't miss out on the festive cheer!



EDI Annual Report 2023/24

The 2023/24 Equity, Diversity and Inclusion [Annual Report](#) is now available on [SAITNOW](#).

Learn about inclusive initiatives and progress made in the four areas of access and success, campus climate, viability and engagement, and education and scholarship.

Highlights:

- Technical solution developed to collect, protect, synchronize and report on more accurate demographic data
- 1,187 completions of intercultural classroom micro-learning modules
- \$100,000 invested to install a universal washroom in the Johnson-Cobbe Energy Center
- Launched the Dimensions Research Working Group in Applied Research and Innovation Services (ARIS)
- Five [Inclusion, Diversity, Equity and Accessibility \(IDEA\) Groups](#) on campus

Video: [SAIT's EDI Strategy fourth anniversary](#)

EDI Advisory Council Meeting Updates

The EDI Advisory Council is excited to announce updates to its meeting schedule and membership structure. Beginning this year, the council will hold three in-person meetings annually, taking place in September, January, and May. Additionally, membership terms will now be limited to two years, allowing more staff to engage with the council and contribute to its initiatives. These changes aim to foster a wider diversity of ideas and perspectives, enriching the council's work in advancing equity, diversity, and inclusion across SAIT.

EDI Strategy Fourth Anniversary

Join John Partington, Director, Equity, Diversity and Inclusion, to celebrate the accomplishments from 2023/24 as we complete year four of implementing the EDI Strategy #hereatSAIT. Participants will have the chance to provide feedback on the progress made and offer suggestions for the year ahead. Practical tools to promote inclusion inside and outside the classroom will also be shared as takeaways.

Date: Wednesday, December 11, 2024

Time: 11am

Venue: Online (Zoom)

Click [here](#) to register!



EDUCATION AND SCHOLARSHIP


Inclusion Talks | Reframing Abilities and Disabilities


This session will explore misconceptions, shift to strength-based perspectives, and highlight the benefits of valuing diverse abilities. We will recognize the importance of how various aspects of identity intersect with visible and invisible disabilities.


Our guest speaker will share insights from her experience working with talented individuals who struggle to 'fit in' due to often overlooked barriers. As a Consultant, Coach, and Strategist, she helps companies understand and amplify the potential of teams that include individuals with various disabilities.

Don't miss this opportunity to deepen your understanding, ask questions, and learn how to contribute to a more inclusive community.

 Click [here](#) to register

 **Date:** Tuesday, Dec 3, 2024

 **Time:** 12pm - 1pm

 **Venue:** Online (Zoom)

Boost your Intercultural Skills with PERS 148: Introduction to Effective Intercultural Communications

As the fall semester winds down and the holidays approach, why not invest in your personal and professional growth? Join **PERS 148: Introduction to Effective Intercultural Communication** – a free, six-week online course designed to enhance your intercultural understanding, self-awareness and communication skills.


First Cohort of 2025:

 **Start Date:** Wednesday, January 15th

 **Time:** Evenings from 5-6pm

Course Highlights:

 **Flexible Timing:** Choose between lunch-hour or evening classes.

 **Micro-Credential Badge:** Earn a valuable badge upon completion.

Ready to Register? Click [HERE](#) to secure your spot.

If you have any questions or need more details, please don't hesitate to reach out to our EDI team at inclusion@sait.ca.

Introduction to Equity, Diversity and Inclusion course at SAIT

Introduction to Equity, Diversity and Inclusion at SAIT is a one-hour online, asynchronous course which introduces foundational principles, concepts and terms related to equity, diversity and inclusion (EDI). It is designed to be the starting point for employees on their individual EDI journeys. Learners will begin to grow their understanding of self and how to relate to others, as well as identify tangible ways to promote a healthy campus environment where everyone feels welcome, respected and empowered to succeed.

Learning Objectives:

- Identify the current components of equity, diversity, and inclusion at SAIT
- Describe the foundational principles, concepts, and terms of equity, diversity, and inclusion
- Develop self-awareness and ways to respectfully work across differences
- Recognize the professional development opportunities available to continue EDI learning at SAIT

New employees are encouraged to complete the course as part of their new hire [Onboarding Checklist](#).

Current employees can complete the course by signing into [PeopleNOW](#).

Micro-learning: Teaching in Linguistically and Culturally Diverse Classrooms

The Centre for Academic Development and Innovation (CADI) has created a pathway of four micro-learnings exploring teaching in culturally and linguistically diverse classes. Each module is asynchronous and can be completed in as little as 30 minutes.

Log in to [PeopleNOW](#) and search by module title to register:

- Module 1: Introduction to Supporting EAL Learners
- Module 2: Getting to Know Learners
- Module 3: Classroom Management
- Module 4: Assessments and Feedback

4 Seasons of Reconciliation

SAIT now offers the 4 Seasons of Reconciliation course in partnership with First Nations University of Canada. Those who complete this three-hour training will gain foundational knowledge on Truth and Reconciliation and earn a certificate.

The course, along with its online resources, promote a renewed relationship between Indigenous peoples and Canadians, through transformative and engaging learning towards anti-racism education. This learning is in direct response to the 94 Calls to Action from the Truth and Reconciliation Commission of Canada and the importance of educating all Canadians in workplaces and classrooms.

- Employees can access the course through [PeopleNOW](#).
- Students can access the course through [mySAIT](#) using the [instructions found on \[sait.ca\]\(#\)](#).



**MORE
INFORMATION**

Winter Celebrations from Around the World



Did you know that December is filled with fascinating holidays beyond Christmas? Around the world, people celebrate unique traditions that highlight their culture, history, and beliefs. Here are some of the holidays celebrated during this festive season!

Hanukkah (Varies, usually December)

The Jewish "Festival of Lights" celebrates the rededication of the Holy Temple and the miracle of a one-day oil supply lasting eight days. Each night, candles are lit on the menorah, and traditional foods like latkes and sufganiyot are enjoyed. Activities include playing dreidel and giving gifts, often chocolate coins.

Yule (December 21 or 22)

The Pagan festival celebrates the winter solstice and the sun's rebirth with feasts, bonfires, and storytelling. Traditions like the yule log and mistletoe influenced Christmas customs.

Kwanzaa (December 26–January 1)

This cultural holiday honors African heritage and the "Seven Principles," including unity, self-determination, and faith. Celebrations involve lighting a candelabra, feasting, storytelling, and exchanging gifts.

Bodhi Day (December 8)

Buddhists commemorate Buddha's enlightenment through meditation, colorful lights symbolizing the Eightfold Path, and decorating ficus trees. Traditions include tea, cake, and candles representing enlightenment.

Saint Nicholas Day (December 6 or 19)

Honoring Saint Nicholas, families in Europe leave shoes out to be filled with small gifts, symbolizing his generosity. The day emphasizes good deeds and giving.

Simbang Gabi (December 16–24)

A Filipino tradition of nine masses leading to Christmas, featuring festive lanterns, Nativity scenes, and treats like bibingka. It ends with a midnight Christmas Eve service, Misa de Gallo.

Reference: <https://bccrns.ca/events/winter-celebrations-of-cultures-around-the-world>