Deliverable	Existing Policy or Resource?	Initial Point of Contact(s)	Where It Is or Will Be Posted	Review/Update Interval	Racial Risk Assessment?	Training Recommended?	Approval, Check, and/or Consequence
Complaints and Reporting Policy	Yes	JEDI Reporting policy subgroup Annie/Sasha/Bertie	On JIRP website, updated one will be posted when ready	No current schedule - will request annual review pre-season (Annie)	Not planned	Pre-season training	Program/Operations Manager?
Demographic Data	Yes - last 3 yrs	JEDI subgroup	Internal only for now - anonymized will be on website when done	Under review - avg every 3 years & publish summary	Yes	Not planned - training for data manager (intentionality/informal)	Final approval for adequate anonymization
Policies for Working with Communities of Color	No	JEDI overall	Email/website : DEI Action Plan (cf. partner programs/institutions)	Gradually updated/check in throughout	Yes	Training for JEDI steering committee	Community approval - recs. For how to get more involved in Indigenous communities in Atlin (approval from community)
Admissions and Hiring Policies	Yes (staff) No (faculty) ? (Student)	JEDI work on recruitment/application process	Current Internal, aim to make open	Annual or less frequently recommended	Yes	Implicit bias training	Program manager/academic council approval

Safety Plan	Yes	JEDI work on safety plan, Operations Manager	Posted at every camp - need to designate reviewer	Annually or less, but also after any major reported incidents	Not planned	Yes	Operations manager, safety manager? approval
Resource Map	No	Pod Member(s)	On website, also guided by action plan	Additions on a rolling basis - need more support on this!	Safety: publicly listing names of people who hold one identity	Office hours for student resources (community training)	Outgoing students approval! Community approval!

- **Agreement** - This agreement can be adapted to outline how you will interact and meet with leadership about these policies, as well as regular meetings with key contacts such as diversity/inclusion committees, HR, etc.

- **Pod Guidelines** - Your pod guidelines can be adapted into longer term plans/bylaws, e.g. will this turn into a committee or working group in your organization/institution, will membership/leadership rotate, etc.

- **Complaints and Reporting Policy -** These are proposed modifications to the existing Reporting policy.

- **Demographic Data -** There are issues to work through on how demographic data can be collected and made public, but we will need to work closely with HR on this and it may take several years and/or involvement of additional departments for wider aggregation of data.

- **Policies for Working with Communities of Color -** Racial risk assessment on this deliverable is planned for August, then we will revise the deliverable if necessary. Training is needed for staff, both so they understand the importance of this new policy as well as for how to implement the policy itself. Approval process can be incorporated into travel approval, e.g. check if travel or work will involve communities of color and has this new policy been reviewed and followed in the plans for this trip; consequence of not following policy would be assigned readings and additional training.

- **Admissions and Hiring Policies -** These are proposed modifications to the existing Hiring policy. These are not public currently, but we recommend posting policies (as much information as possible) publicly on the jobs board for potential candidates. Anti-bias training may need to be part of this as the policies are reviewed and updated by staff to ensure bias does not impact the development of these policies, as well as afterward for implementing the policy itself. Approval process would be part of hiring staff (or admitting students), e.g., does your plan to hire a new position adhere to the updated policies.