

# The Spirit of Inclusion Initiative

## How Prospective Students Can Apply

Through *Spirit of Sustainability*, the LCBO is committed to championing equitable representation and building communities where all individuals can access the opportunities they need to thrive. That's why we launched the *Spirit of Inclusion Initiative*, a program designed to create opportunities for diverse women to enter, advance, and thrive in the beverage alcohol industry.

Together with our impact partners—Niagara College, Brock University, Canadian Women's Foundation, Vinequity and beverage alcohol suppliers who share our values—our goal is to increase the representation of diverse women in the winery, brewery, and distillery fields.

### The Program

The *Spirit of Inclusion Initiative* provides bursaries and scholarships, facilitates mentorship relationships, and identifies paid co-op placements for diverse women registered in one of Niagara College's beverage alcohol programs. Students also receive support and have a safe space to talk about their experiences through the *Spirit of Inclusion Initiative* mentorship program, developed with support from Vinequity. As well, *Spirit of Inclusion Initiative* mobility bursaries are available to diverse women specializing in wine management who would like to earn a double degree through Brock's partnership with the Burgundy School of Business in France.

Through a *Spirit of Inclusion Initiative* research scholar position established at Brock University, we are gathering data on industry diversity in Canada to better understand the barriers for diverse women entering or trying to advance their careers in the winery, brewery, and distillery fields.

To ensure the long-term success of our initiative, the Canadian Women's Foundation will conduct annual evaluations and provide recommendations on how to scale and evolve the initiative to achieve greater impact.



## Eligibility

Students who self-identify as a woman from a diverse background currently underrepresented in the beverage alcohol industry will be eligible to apply for *Spirit of Inclusion Initiative* scholarships, bursaries, and programming. Examples include but are not limited to: Black women, Indigenous women, women of colour, women with disabilities, first-generation Canadians, 2SLGBTQ+ people, and people of non-binary gender.

Applicants must be a first-year or returning student registered in one of Niagara College's beverage alcohol programs: Brewing & Operation Management, Winery & Viticulture Technician, Artisan Distilling, and Beverage Business Management. Selected students will also demonstrate an interest in participating in programming throughout the year, including mentorship and events, and be open to sharing their experiences.

## How Prospective Students Can Apply

### **Spirit of Inclusion Initiative Scholarships and Bursaries—Niagara College**

Eligible students can apply for *Spirit of Inclusion Initiative* scholarships and bursaries on Niagara College's Financial Aid site, alongside other financial awards. Niagara College's Financial Aid Committee will review applications and select and notify successful scholarship recipients. If you have any questions about your eligibility or the application process, please reach out to Wendy Dueck, Director, Development and Alumni Relations at Niagara College.

### **Spirit of Inclusion Initiative Mobility Bursaries—Brock University**

Information about the LCBO's *Spirit of Inclusion Initiative* mobility bursaries can be found on Brock University's Faculty of Graduate Studies site. In collaboration with the Goodman School of Business, the Faculty of Graduate Studies will review applications and select and notify successful bursary recipients. If you have any questions about the application process, please reach out to Sonia Dupte, Director, Development, and Stewardship at Brock University.



**Here's to infusing our industry with opportunity, for the good of Ontario.**