

Step 2 Education International Inc. Inclusivity Statement

Birth and breastfeeding are normal functions of the human body, but they also occur in the broader social and cultural context in which people live.

Each person and family you encounter in your work will be determined by a combination of their physiology, their identity and their values, as well as the cultural and social context in which they live and have lived.

The terms and language throughout this course are selected with the intent of providing the greatest clarity and include the broadest spectrum of the human experience. This includes using gender-neutral terms preferentially and selecting examples from a variety of geographic, economic and social circumstances.

Some of these terms will be brand new and others may be different from the usual terms used in your daily work, just as some of the concepts will also be new to you. Language is flexible and evolving; we have aimed to use those terms that reflect the current best practices for clarity, accuracy and inclusion.

Here are some examples:

- “Human milk”, “parent milk” preferable to “breastmilk” or “mother’s milk” when applicable.
- “Parent” in addition to “mother”.
- “They” in addition to “she” or “he”.
- “Breastfeeding” used interchangeably with “chestfeeding” and “nursing” and “human milk feeding”.

Step 2 Education International Inc. Acknowledgment

“When we benefit and gain things, it is important to also offer and give.” With acknowledgment, “you’re giving your time and your energy to seek out more information, to learn.” Kanyon Sayers-Roods

Acknowledgment

Step 2 Education International Inc. is based in Montreal and would like to acknowledge that we are on unceded Indigenous lands of the traditional territory of both the Kanien’kehá:ka, “Mohawk,” and the Anishinabeg, “Algonquin,” peoples. Tiohtià:ke/Montréal is historically known as a gathering place for many First Nations. Today, it is home to a diverse population of Indigenous and other peoples. We recognize and deeply appreciate the historic and ongoing Indigenous connections to and presence on these lands and waters.

We respect the continued connections with the past, present and future in our ongoing relationships with Indigenous and other peoples within Montreal and communities around the world. We support community efforts to sustain a relationship with Indigenous peoples based on respect, dignity, trust, and cooperation, in the process of advancing truth and reconciliation. We are grateful for the opportunity to live here and we thank the many generations who have taken care of this land and these waters.

Te Tiriti ō Waitangi

Te Tiriti ō Waitangi is an agreement between the Māori people of Aotearoa and the British Crown. This agreement outlines the basis of working and living in partnership. It supports the rights of Māori to maintain tino Rangatiratanga/self-determination and provided British settlers the right to live in Aotearoa. It is the catalyst for ongoing negotiations in a truly Tiriti-led partnership that achieves equity for all but most specifically for Māori.

Step 2 Education International Inc. would like to acknowledge Māori as tangata whenua of Aotearoa New Zealand.