




Agency and Contact Person	Resources/Tools that promote inclusivity, diversity, equity	Organizational/Management Activities	Front-line/Staff Activities
K	<p>Pride Flags in all lobbies  (the brown/black represents the intersectionality of varying layers of marginalization-e.g. woman of colour with a disability who identifies as LGBTQ2S +)</p> <p>Email signatures -Use of pronouns in signatures/names is encouraged (e.g. Erin Lee Marcotte (she/her/hers) AND the traditional lands that FCS is located on</p> <p>Gender neutral bathrooms in our lobby</p> <p>We have an FCSSLG statement of equity on our website https://youtu.be/6HorKIWHAJg</p> <p>We collect identity data from every  IDbD data standard and consent - double child/youth we serve.</p> <p>-Recruiting for diversity among Boards - https://www.wildapricot.com/blog/board-diversity</p>	<p>-EDI is a generative discussion at EVERY management meeting, an article is pre-circulated and discussed with focus on how it is relevant to child welfare practice and our leadership</p> <p>-Use of Scaling and mapping to track where we are on our anti-oppressive journey and what we need to be doing</p> <p>-staff and Board survey to identify some of the ethnic/racial/spiritual identities of our staff (see attached)</p> <p> EDI Board Survey Questions.docx</p> <p>-Land acknowledgements at the start of Board meetings, management meetings, and all staff meetings (and we change who does these so that each person can do their own unique acknowledgement or a standard one)</p>	<p>-There exists an EDI internal committee to move our work forward both from a practice perspective and an employee/HR perspective</p> <p>-an EDI topic presented at staff meetings by a front-line worker (an experience working with a First Nation, a successful outcome with a client where EDI lens applied)</p> <p>-celebrations or recognition of diverse holidays, including Jewish holidays, Muslim holidays, recognizing Indigenous Day, etc.</p> <p>-recognize PRIDE in June (last year through trivia about the history of PRIDE, staff challenges to “go rainbow”, etc.)</p> <p>-all staff were trained in a 2 day EDI session with César Ndéma-</p>

			Moussa and other culturally specific trainings
UCDSB Don Lewis Don.lewis@ucdsb.on.ca	Resource – https://www.amazon.ca/Deep-Diversity-Overcoming-vs-Them/dp/1771130253 Here is another resource with some educational resources around challenging current understandings https://unlearn.com/		
KidsInclusive Margaret Van Beers van Beers, Margaret Margaret.vanBeers@kingstonhsc.ca		Much of the activity is captured in our Operating Plan, under the strategic direction of Family and Community Engagement: 3.1 Respond to the Truth and Reconciliation Commission of Canada: Calls to Action by increasing our awareness and understanding of the experience of Indigenous children, youth and families 1. Strike a committee, develop a work plan and launch education activities re Truth and Reconciliation recommendations and how they relate to our work Summary document from trip North completed (small team	

		<p>from KI visited James Bay region in March of 2020, where many of our Cree clients live) Working group work plan is completed. In-service for staff held in Oct. 2020 Indigenous community partner now participating in internal working group</p> <p>2. Initiate an exploratory process (incl. face to face meeting) to dialogue with communities on how to provide culturally safe services in Moosonee, Moose Factory and the James Bay Coastal area Have hosted two rich/highly engaged conversations with service partners in the North With that group, preliminary next steps identified Half day session planned for June with plans for integrated service partnership underway</p> <p>3.2 Strengthen mechanisms to understand and use the full diversity of family experiences, including socio-economic status, race, colour, religion, sexual orientation, gender identity and expression</p>	
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<p>Developmental Services</p> <p>Tom Turner TTurner@dslg.ca</p>	<p>3 ways leaders can make Black lives matter in the workplace Ensuring Black lives matter in the workplace requires perspective taking, thoughtful leadership, and structural and symbolic changes within a company.</p> <p>https://mitsloan.mit.edu/ideas-made-to-matter/3-ways-leaders-can-make-black-lives-matter-workplace</p>		

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