

**Proposed Equity, Diversity, and Inclusion Plan  
Lanark County Children and Youth Services Collaborative and  
Every Kid in our Communities**

Members of Planning Committee: Sharon Halladay LCCYSC; Margaret Fancy EKIOC; Debbie Jonkman FCSLLG; Erin Lee Lanark Interval House; Robyn Holmes Connect Youth; Jodi Buholtz Immigration Partnership Lanark Renfrew; Kimberley Gavan BDACI; Elizabeth Snyder Queer Connections Lanark; Melissa Francis LG Immigration Partnership

Needs to be authentic process including both personal and organizational reflection and actions.

<b>ACTIVITY</b>	<b>TIMELINE</b>	<b>RESPONSIBILITY</b>
Develop survey to encourage “robust reflection” and guide direction of group	Survey introduced at October planning table meetings Due end of October	Sharon to draft for review by planning committee
Each table meeting to include small bites of information – an article, discussion activity, video clip, etc.	Monthly	Table coordinators in consultation with committee and table members
Joint press release with statement underlining our commitment	TBD	Coordinators, committee to draft for approval by table members
Intercultural Development Inventory Tool to be made available in fall (Train the trainer concept)	Lanark Renfrew Immigration Partnership staff to be trained in fall	L-R Immigration Partnership to take lead in supporting train the trainer
Build collaborative online space to share resources, stories	Ongoing	Sharon and Margaret to explore format