

WORKPLAN

Equity, Diversity and Inclusivity Subgroup Workplan

Lead Tables of Lanark, Leeds and Grenville

Outcome	Tasks	Lead
Provide all members of the lead table with a list of resources on the subject to EDI. This resource list will be shared with staff at each organization.	<ul style="list-style-type: none"> -Canvass other lead tables for list of resources for staff to access that include -informational articles to read -agencies or people who can provide training or consultation on EDI questions - Discussion: What platform do we use? 	Sharon and Marg
<p>Time will be set aside at each lead table meeting for either training, or a reflection exercise on relevant topics. The topics and training will be consistent across both lead tables.</p> <p>Reflection activities/articles will be sent to members of the group 2 weeks prior to the meeting</p> <p>**See list below</p>	<ul style="list-style-type: none"> -topics for the next 10 months will be determined ahead of time -trainers will be approached and booked -articles for reflection will be selected -questions for reflection will be sent with the articles -a facilitator will be selected to guide each reflection exercise. - these are small 5-minute activities each month - Discussion: Do we need a lead for this or are the monthly commitments listed below suffice? - Discussion: Do we need to brand this reflection/training so that it stands; separate this from the meeting package? - Discussion: What already exists that we can leverage? FCS - Discussion: We will need a leader at each table each month. 	Jodi to build branding package and email template for the monthly EDI standalone emails
<p>Intercultural Inventory training tool will be shared with both subgroup</p> <p>-</p>	<ul style="list-style-type: none"> -tool will be shared - training will be piloted on the lead table participants 	Jodi to build out the tool overview, commitment description for lead tables to share during December meeting as a teaser
<p>Quarterly forums for staff to come together to discuss topics</p>	<ul style="list-style-type: none"> -Select 4 topics and 4 facilitators to organize staff forums -held quarterly -Discussion: What do we want a forum to look like? Something that is open to the broader community; Solicit feedback from lead tables on topics to pique interest/engagement. - Discussion: Is this a pre-built package for individual members to take back to their organization to facilitate a forum? - 	Melissa and Brandy

Develop and release a statement about our commitment to equity, diversity and inclusivity.	A Journey of Inclusion and Diversity: Achieving achievable and sustainable equity, diversity, and inclusion is an ongoing challenge. It must be seen as a journey, not a destination. The Equity, Diversity and Inclusivity working group focuses on three components in any organization to achieving the promise of inclusion and diversity: Understanding and developing oneself, managing for diversity, and creating inclusive systems and processes.	Erin (TBC)
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Month	Activity	Person responsible to organize
December	Reflection Activity TOPIC: Anti Racism and Anti Oppressive Practice	Use this month to review overall plan with the lead tables
January	Training TOPIC: Anti Racism Practice	Erin & Debbie (same activity)
February	Reflection Activity TOPIC: Anti Racism in our work	
March	Training TOPIC: Language and Inclusion	
April	Reflection Activity TOPIC: Language and Inclusion	
May	Training TOPIC: HR practices	Jodi
June	Reflection Activity TOPIC: HR Practices	Jodi
September	Training TOPIC: Community Relationships	Brandy
October	Reflection Activity TOPIC: Community Relationships	
November	Reflection Activity TOPIC: individual self reflections and Growth	