



MINUTES

MEETING DETAILS

Committee/Work Group	Lead Table
Chair(s)	Lorena Crosbie & Kimberley Gavan
Date	January 11 2023
Time	9:30 – 11:30
Location	Upper Canada District School Board & by Zoom
Attendees	Christine Radford; Darrel Dean; Robyn Holmes; Geraldine Slark; Jaime Beechey; Jane Hess; Kimberley Gavan; Laurie Bourne MacKeigan; Lesley Hubbard; Donald Lewis; Lorena Crosbie; Marci Bruyere; Elaine Murkin; Noella Klawitter; Rob Adams; Selena Mackie; Tawnya Boileau; Cathy Gladu; Trish Buote; Melissa Yakimishan; Bonnie Pidgeon Cougler; Lesley Hubbard
Regrets	Allie Dedekker; Andrew Brown; Bev Heuving; Catherine Robinson; Carrie Onstein; Cecilia Clapson; Erin Lee Marcotte; Gwendy Lapp; Hailie Jack; Heather Brisebois; Jenny Lane; Mark Noonan; Mary Lynn Villeneuve; Melissa Francis; Norma McDonald; Shannon Brown; Sonya Jodoin; Sue Poldervaart; Susan Watts; Tom Turner; Sonya Jodoin; Melissa Leveck
Guests	Dan McCrae UCDSB

AGENDA ITEMS

Item	Owner	Due Date
#1 Welcome & Introductions	n/a	n/a
#2 Land Acknowledgement, Reflection & Agency Profile provided by Noella Klawitter: KidsInclusive is a Children’s Treatment Centre, which is an accredited, publicly funded organization that provides services in the ecosystems of child development and rehabilitation supports for kids with special needs and their families. KidsInclusive provides a range of child development and rehabilitation services including Physiotherapy, Occupational Therapy; Speech-Language Pathology; Developmental Assessments; School Based Rehab Services and are the SmartStart Hub for Leeds and Grenville. KidsInclusive is opening a new Brockville site at 2479 Parkedale Ave, which will be fully accessible and will have 5 treatment spaces. KidsInclusive as a Smart Start Hub are in the process of negotiating service agreements and engaging in an awareness campaign. KidsInclusive will be offering Solution Focused	n/a	n/a

<p>Coaching, in person, on February 27 & 28 at the UCDSB Frankville office and March 23 & 24 at Hotel Dieu Hospital in Kingston. KidsInclusive is celebrating its' 50th anniversary this year on May 27 at Kingston Secondary School!</p> <p>Slide Deck: KI Overview Jan 2023.pptx</p>		
<p>#3 Diversity, Equity & Inclusion Discussion – Making Equity Work Accessible presented by Dan McCrae: It is important to identify your “North Star”. In the case of many of our organizations that will be our children, so whatever we do should be for them. It is also important to name the work of equity when we see it and when we are doing it. Use data to normalize inclusive practices. You just need enough data to act. We must normalize inclusion by taking responsibility for calling each other in; developing strategic plans that align inclusion and effectiveness; regularly ancho work in policy and procedures; strategically add days to the organizational calendar; share safe space signage for departments across organizations; expand understanding of inclusion with equity partners; and collect and use child-centered data. Dan provided a list of recommended reads to peel back our privilege: “Blind Spot”; “Caste the Origins of our Discontents”; “Deep Diversity”; Why Are All the Black Kids Sitting Together in the Cafeteria?”; “The Color of Water”; “Dreamland Burning”; “Hollow Fires”; “Break the Mould”.</p> <p>Slide Deck: Making Equity Work Accessible.pptx</p> <p>Homework: Peeling Back Our Privilege – Partners are asked to reflect on the following questions for discussion at our Feb. 1 meeting:</p> <p>What questions do you need to ask the children that you serve? What will they tell you that you can make better right away? Who can you work to positively impact a child right away? What will the child see so that they know that you care? Who can you call into making your organization better for children?</p>	<p>All</p>	<p>Feb. 1/23</p>
<p>#4 Priority Setting – Karynn von Cramon: As a collective we reviewed the most recent draft of our priorities. The following priorities were endorsed:</p> <p>Shared Measurement: Define shared goals to measure child and youth well-being in Leeds & Grenville. Increase EKIOC’s capacity to be data-informed and data-driven.</p> <p>Connected & Coordinated: Support a strong knowledge of partner agencies. Build a culture that fosters relationships, trust, and respect across partner organizations. Cultivate healthy & resilient organization.</p>		

<p>Continuous Communication: Share announcements & updates within the EKIOC partnership. Share information and resources with each other and with the children, youth, and families of our communities. Facilitate community education campaigns on key developmental assets.</p> <p>Equity Centered: Strengthen partners’ Diversity, Equity, and Inclusion knowledge and approaches. Develop tools and provide education & resources for partners to bring back to their own organizations. Recognize the critical importance of Truth and Reconciliation for Leeds & Grenville organizations serving children, youth, and families.</p> <p>Key Initiatives were set out, including the establishment or re-establishment of working groups to pursue these priorities.</p> <p>Tasks:</p> <ol style="list-style-type: none"> 1. Finalize 2023-25 Priorities document and send to Lead Table. 2. Call for workgroup members and establishment of work groups. <p>2023 – 25 Priorities Document 2023 - 25 PRIORITIES.docx</p>	<p>Karynn Karynn</p>	<p>Jan 16 Feb 1</p>
<p>#5 Early Years Work Group – Update on plans for Welcome to Kindergarten – Presented by Karynn von Cramon: The Early Years Work Group has decided to ensure our resource guides are up-to-date and accessible and that our slide show is robust for Welcome to Kindergarten initiatives across the counties, rather than sending representative to physical events. Lead Table members advised the WTK events are beginning right away.</p> <p>Tasks:</p> <ol style="list-style-type: none"> 1. Determine WTK schedule & provide resources accordingly. 	<p>Karynn</p>	<p>Jan. 12/23</p>
<p>#6 Results of Website Usability Survey & Next Steps – Presented by Karynn von Cramon</p> <p>Tasks:</p> <ol style="list-style-type: none"> 1. Develop a User Map 2. Use the Map to inform Website structure 3. Clean the existing Website accordingly 	<p>Karynn Karynn Karynn</p>	<p>Mar 1 April 1 July 1 2023</p>
<p>#7 Closing: Volunteers for Land Acknowledgement, Reflection & Agency Profile: Jane Hess United Way February 1; Kimberley Gavan BDACI March 1.</p>		

Reminder of next Lead Table meeting February 1 9:30 – 11 at UCDSB (hybrid)		
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