



WORKING GROUP

EQUITY DIVERSITY INCLUSION

MINUTES

MEETING DETAILS

Committee/Work Group	Diversity, Equity & Inclusion
Chair(s)	Jodi Bucholtz
Date	April 19 2023
Time	10:00 – 11:00
Location	Zoom
Attendees	Jodi Bucholtz; Karynn von Cramon; Sharon Halladay; Melissa Francis; Lori Taylor; Hector Hernandez; Erin Lee Marcotte; Dan McCrae (part)
Regrets	Elle Halladay; Erin Lee; Kimberley Gavan

AGENDA ITEMS

Item	Owner	Date
<p>Welcome & Introductions</p> <p>Welcome to Erin Lee Marcotte E.D. of FCSSLG who replaces Amanda Colacicco.</p>		
<p>Looking for a co-chair from LG – For discussion</p> <p>Amanda has left a vacancy as co-chair, therefore we are looking to one of our Leeds & Grenville work group members to volunteer to take on this role. We are also continuing to look for more members from Leeds & Grenville. Please contact Karynn if you are interested in co-chairing or to refer potential work group members.</p>		

<p>Task(s):</p> <p>1. Leeds Grenville volunteer to co-chair.</p>	<p>Leeds Grenville Members</p>	<p>ASAP</p>
<p>Municipal Partners – For discussion</p> <p>Sharon led a discussion in how to include municipal partners in our work. We agreed that in the work of systems change it is instrumental to have elected representatives involved & that cultivating relationships & communicating with them is critical. In 2021 FCSSLG facilitated a conversation about systemic racism and equity centered communities which included many with municipal reeves and mayors. It provided a sense of the spectrum of where our municipalities are on their journeys of equity and hi-lighted how important it is for leaders to be engaged if communities are going to advance in equity. EKIOC is expecting the Fulton data report in the coming weeks and Vital Signs for Lanark County has recently been released. Both sets of data may assist in engaging elected officials and informing our conversations. The Local Immigration Partnership for Lanark/Renfrew recently wrote an application for rural economic development funding, which included a specific expenses line around creating a county wide EDI group that would be a resource to municipalities.</p> <p>We want to ensure that this issue is part of our work plan going forward.</p> <p>Task(s):</p> <p>1. Add to 2023/24 Work Plan</p> <p>Perth & District Community Foundation Vital Signs Report:</p> <p>https://everykid.on.ca/wp-content/uploads/2023/04/PDCF-VitalSignsReport-DIGITAL.pdf</p>	<p>All</p>	<p>Sept 2023</p>

<p>Review of Workplan – For discussion</p> <p>We debriefed our April case study exercise. While conversation at the Lanark Table was robust and partners were willing to be vulnerable and engaged in the conversation, response was more muted at the Leeds & Grenville Table. It was agreed that it is critically important that we continue to work on creating a safe place of learning about diversity, equity, and inclusion at both of our tables.</p> <p>In reviewing the topic for our May tables, we decided to convert it to a “DEI Pulse Check”, which will include a real-time poll followed by a survey to members during the month of May to inform our planning for September. We will then present a Preview of September 2023 at our June tables.</p> <p>Task(s):</p> <ol style="list-style-type: none"> 1. Collaborate and develop poll and survey questions via e-mail starting with last year’s survey as a jumping off point. Jodi will lead, but all members are to participate. 2. Karynn & Sharon will lead “pulse checks” at each of the May table meetings. <p>Updated Workplan:</p> <p>https://everykid.on.ca/wp-content/uploads/2023/04/Equity-Diversity-and-Inclusion-Working-Group-2022-2023-Workplan.pdf</p>	<p>Jodi</p> <p>Karynn Sharon</p>	<p>April 26, 2023</p> <p>May 3, 2023 May 2023</p>
<p>Quarterly Forum Update – For Discussion</p> <p>Ideas for upcoming lunch and learns:</p> <ul style="list-style-type: none"> - working in or managing a multigenerational workforce 		

<ul style="list-style-type: none"> - creating a safe place of learning - attracting and maintaining/retaining a diverse workforce - resources for creating an EDI strategy. - ways to work with managers and teams that aren't aware of the importance of EDI. <p>We agreed that the first lunch and learn would be about attracting and maintaining/retaining a diverse work force. We thought a panel discussion including diverse staff with lived experience and/or organizations that have had success would be helpful.</p> <p>Task(s):</p> <p>1. To arrange next Lunch & Learn</p>	<p>Melissa & Jodi</p>	<p>June 2023</p>
<p>News, Events & Updates – For Information</p> <p>UCDSB – Dan McCrae</p> <p>Tour for Humanity is FSWC's mobile human rights education centre. The 30-seat, fully accessible vehicle serves as a self-contained classroom in which FSWC's instructors teach students about the horrors of genocide, especially the Holocaust, while addressing issues of racism, intolerance, diversity, democracy, and human rights. The Tour is making 3 stops at Upper Canada District School Board schools this April.</p> <p>Over 300 asylum seekers are at Cornwall's' DEV Hotel and Conference Centre, formerly the Nav Centre and partnerships have been formed with the Boards of Education, who will be hosting an Eid celebration at the Hotel next week.</p> <p>There has been an increase in hate related crimes in our communities. To be proactive the Upper Canada District School Board has</p>		

partnered with the OPP to do presentations on building inclusive schools and communities.

Any partners wanting to attend any of these events or wanting to collaborate on similar initiatives are encouraged to reach out to Dan.

Local Immigration Partnership Lanark & Renfrew – Jodi Bucholtz

LIP is hosting the 2nd annual Culture Connect, happening this June, an opportunity for the communal celebration of beauty in diversity and the importance of culture. Culture Connect brings together community groups and organizations from across the Ottawa Valley and creates space for learning, social connection, and fun.

As part of Culture Connect in join Jeff Martin will be speaking on diversity and inclusion and will be zooming into grade 6 – 8 classrooms on the morning of June 15.

Culture Connector Awards - Tell LIP your story using their online nomination form. Think back to when you first arrived in the Ottawa Valley as a newcomer to Canada, whether it was 20 years or 20 days ago. Was there a person or organization who did something supportive – big or small – that made you feel at home? Tell us how this person or organization helped you or someone you know and how they went the extra mile to support your adjustment to a new life in the Ottawa Valley.

<https://liplanarkrenfrew.ca/culture-connect>

EKIOC – Karynn von Cramon

2023 Asset Builder Awards:
The Every Kid in our Communities (EKIOC) Coalition is looking for nominations of organizations, businesses, and individuals

who made a difference in the lives of children and youth in Leeds and Grenville, particularly over the last 3 difficult pandemic years- in other words they built assets! These “asset builders” will be recognized at a ceremony on Sunday June 4, 2023, at the YMCA of Brockville and Area. The deadline for nominations is May 3, 2023. Please click on the Submission Form below.

<https://everykid.on.ca/wp-content/uploads/2023/03/3587-Recognition-of-Asset-Builders-2023.pdf>

Queer Connection Lanark – Lori Taylor

Pride 2023 - Courage To Be Me!
A Collaboration between Pride in Mississippi Mills, Carleton Place Pride, Smiths Falls Pride, Rainbow 101, Westport Pride and Queer Connection Lanark
Here's what we know so far and its only the beginning!
June 3rd - Drive-out Parade - starts in Almonte, drive to Carleton Place, drive to Smiths Falls, Westport contingent joins and then on to Perth
June 3rd - Pride Parade
June 9th - Capital Region Refuge presentation
June 15th - Celebrating the Arts
June 17th - Sunrise Ceremony - Celebrating and Honouring Two Spirit People
June 24th - Pride Dance/Gala
Stay tuned as more events are added -
Want to be involved contact your local Pride Committee

<https://www.queerconnectionlanark.ca/>

Next Meeting: May 17 10:00 – 11:00 by Zoom

