



WORKING GROUP

EQUITY DIVERSITY INCLUSION

September 2022 – June 2023 Workplan

Every Kid in our Community and Lanark County Child and Youth Services Collaborative

Meeting Activities – Consider starting with a challenge or trend, then activity *Presentation template (see below) shared in advance or following the lead table meetings		
Month	Focus & Activity	Lead(s)
September	Community Relationships: Round table on who is doing what and who is keen and curious to support refugee & Ukrainian community members.	Jodi (LCCYSC) Melissa (EKC) -Same activity
October	Community Relationships:	Elizabeth Melissa
November	HR Practices: Training activity. Advertising (reach and language), screening, interview questions.	Shannon (both)
December	HR Practices: Reflection activity – Erin Lee to send Shannon survey to support	Shannon (both with Karynn as a back up)
January	Policy change for increased inclusion: How to make people feel welcomed – dos and don'ts (physical space, training for staff, outreach etc.)	
February	Policy change for increased inclusion: Reflection activity	
March	<p>Story sharing: Present a case study. Ask attendees to analyze the situation and outline a path forward (who can help) for April meeting.</p> <p>Real life circumstance in the community, with no identifying information. Case study that might touch on the items already focused on (hr, community relationships, etc.)</p>	<p>Jodi Present the case study through the various lenses – the service recipient, provider and a community members</p> <p>If time permits, another remember could also share – float out a video scenario between March and April and Jodi to present this option.</p>

		Jodi cannot make March meeting - ***ask to Karynn*** to see if she can take this on for March 1 mtg and if not, Jodi can video her case study for presentation.
April	Story sharing: Revisit the case study and ask for attendees to share their approach from their organizational perspective.	Jodi to lead reflection for both tables. Members are to take away the above information and do some thinking in between March and April meetings.
May	EDI Implementation: Reflective activity	Karynn Sharon Real-time poll & survey creation - Jodi
June	Preview of September 2023	Table would like to prioritize the discussion of IdBD for the 23/24 workplan. May be a bridge to the data committee and as a scope of the Fulton report. Kimberley Gavan will bring updates in the interim to our table.
		*Also of note, table is wanting to engage municipalities and the Fulton report presentation can be an opportunity to do so. Or another focus are on municipal engagement. "Lets do something together" idea from Dan – intersystems approach – something to consider as we build out 23/24 workplan.

Forums		
Month	Focus & Activity	Lead(s)

October	HR Practices	Brandy (LCCYSC)
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		Melissa (EKC)
January	How to Engage Meaningfully in Allyship and Anti-Bias Practices workshop	Melissa (EKC) Jodi (LCCYSC)
April	Creating Your Own Land Acknowledgement Statement	Melissa (EKC) Jodi (LCCYSC)
June	Attracting and <u>retaining</u> a diverse workplace: Panel discussion on lived experience, learned best practices (Erin Lee may have a panelist – follow-up)	Melissa (EKC) Jodi (LCCYSC)



Presentation Summary

Every Kid in our Community and Lanark County Child and Youth Services Collaborative

**The purpose of this document is to provide an overview of your presentation and capture resources that we can share with members.

Presenter:
Date of Presentation:
Topic: EDI Working Group Update
Presentation Summary: (150 words or less)
Links to Resources:

