



Meeting Minutes

Meeting Details

Committee/Work Group	Diversity, Equity & Inclusion
Chair(s)	Sharon Halladay
Date	November 16, 2022
Time	10:00 – 11:00
Location	Zoom
Attendees	Karynn von Cramon; Elizabeth Snyder; Melissa Francis; Shannon Bruce; Sharon Halladay
Apologies	Jodi Bucholtz; Amanda Colacicco; Dan McCrae; Kimberley Gavan; Erin Lee
Guests	

Agenda Items

#	Item	Owner	Due Date
1	Welcome Welcome new members Dan McCrae (UCDSB) and Amanda Colacicco (FCSLLG), who will be joining us at our December meeting. Goodbye to Brandy Smith (Settlement Outreach TR Leger). We do not yet know who is replacing her but do know that her position has been posted. Action: In the meantime, if anyone is interested in assisting Melissa with the January Lunch & Learn please let her know.	All	Dec. 1 2022
2	Presentations at Tables on Nov. 2 & 10 – Report Back Both tables were very enthusiastic and receptive to the EDI and HR presentations that Shannon did in November. A quiz on unconscious bias was distributed to partners. Much thanks to Shannon who has done a great job with these presentations.		

	<p>Actions: Shannon will be developing a handful of homework questions, which Karynn and Sharon will send to our respective tables, along with another copy of the quiz, about a week before our next table meetings. Shannon will guide discussions at both tables in December.</p>	Shannon, Sharon & Karynn	Dec. 1, 2022
3	Review of Work Plan		
	Deferred to next meeting Dec. 21, 2022 – common themes are likely to arise in the exercise Shannon is facilitating that will help guide our work plan.	All	Dec. 21 2022
4	Resources Portal		
	<p>Workgroup members are encouraged to visit www.everykid.on.ca where they will find a Diversity, Equity, and Inclusion page, which is beginning to house our workgroup minutes, as well as other resources, such as recent DEI and HR presentation materials.</p> <p>Action: Once the page is more user friendly, attractive, and robust a link for the Lanark Table website will be put in place.</p>	Karynn	January 2023
5	Information Sharing	All	
	<p>Elizabeth shared Queer Connection Lanark (www.queerconnectionlanark.ca) initiatives. QCL is networking with North Grenville Pride (www.kemptvillepride.com), the Gananoque Pride Alliance, and Brockville Pride (www.brockvillepride.com) who met together for the first time on Nov. 12 2022 and have plans for future networking meetings. QCL will be sharing the results of a recent survey with the Lanark table soon. They are in the midst of doing an additional survey targeted at all human services organizations (beyond children’s services) seeking information on organizational workplace and employee practices and the Two-Spirit LGBTQIA community. This survey will be closing Nov. 25, 2022. QCL is developing an educational video that puts a face to situations that members of the community continue to face.</p> <p>Melissa shared that the recent lunch & learn with Ryan Billings on EDI in the workplace had 25 people in attendance. Follow-up surveys are coming in, which</p>		

	<p>may inform future lunch and learn topics. The next lunch & learn is planned for January.</p> <p>Shannon shared www.IndigenousWorks.ca which has a mandate to improve the inclusion and engagement of Indigenous people in the Canadian economy. They work with companies and organizations to strengthen their performance and results in Indigenous employment, workplace engagement and inclusion. They provide online inclusion training, advisory services, workplace inclusion diagnostics and various other services.</p>		
6	Close out		
	Next meeting: December 21, 2022, 10:00 – 11:00 by Zoom		