

Q1: Do you want to continue with the 10-minute EDI presentation at each meeting?

Answered: 26 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	88.46%	23
No	3.85%	1
I'd like to make a suggestion	7.69%	2
TOTAL		26

- Continue but make it a progress report. Note: a number of organizations also attend their own company's EDI training.
- Maybe some EKIOC sponsored EDI workshops for agency staff
- Time allocation is challenging. I think that there is a lot of movement possible with a bit more dedicated time perhaps every other mtg? Maybe we need to work on connecting Community Issues Working Group to the EDI working group to build capacity and giving permission to address vs it feeling challenging.



Q2: Please share how many EDI sessions/activities you have participated in since Sept 2022. (Select all that apply)

Answered: 26 Skipped: 0

ANSWER CHOICES	RESPONSES	
I regularly attend the monthly Table meetings with the 10-minute EDI presentations	57.69%	15
I often attend the monthly Table meetings with the 10-minute EDI presentations	23.08%	6
I occasionally attend the monthly Table meetings with the 10-minute EDI presentations	15.38%	4
I attended the Equity, Diversity, and Inclusion in Today's Workplace lunch n' learn hosted by the EDI working group in October	7.69%	2
I attended the How to Engage Meaningfully in Allyship and Anti-Bias Practices lunch n' learn hosted by the EDI working group in January	15.38%	4
I attended the Creating Your Own Land Acknowledgement Statement lunch n' learn hosted by the EDI working group in April	15.38%	4
TOTAL		35



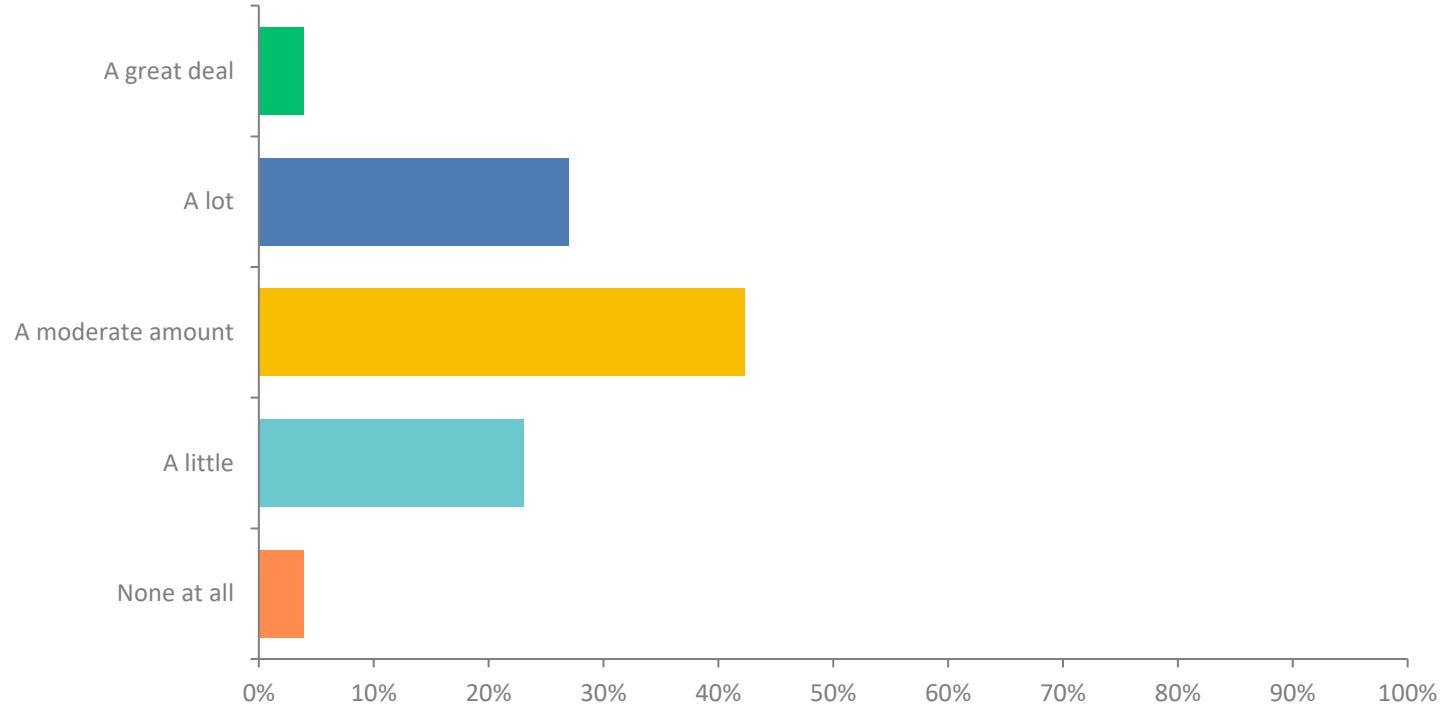
Q3: How effective do you feel the EDI learning opportunities provided by the EDI Working Group have been in increasing your understanding of equity, diversity, and inclusion?

Answered: 26 Skipped: 0

ANSWER CHOICES	RESPONSES	
Highly effective	50.0%	13
Somewhat effective	34.62%	9
Neutral	15.38%	4
Somewhat ineffective	0%	0
Highly ineffective	0%	0
TOTAL		26

Q4: Have you observed an increase in equity-focused and brave discussions during Table meetings, where EDI principles are raised more often, and EDI concepts are explored in greater depth?

Answered: 26 Skipped: 0



Q5: In your opinion, what are the most important EDI topics that the EDI Working Group should focus on in its future learning opportunities?

Answered: 21 Skipped: 5

- **Case studies are effective** in generating conversations about things we might not realize are happening in a workplace; Showing progress in our community through actual examples
- Practical changes to organisations especially at **policy level** (such as addressing bereavement leave and expanding it to miscarriages, “chosen” family, pets, bffs, etc.; Policy development, EDI Committees, and staff development opportunities, environmental aspects - posters, room presentation etc.
- Diversity related to thoughts and opinions - **understanding casual racism** in your workplace and how to combat it with sensitivity
- **Learning from community groups** and populations who can speak about how we can service their families best (ie. the Muslim population in Leeds Grenville - learning about customs and traditions that may impact the service that we provide - are there certain times of day that are reserved for prayer so we shouldn't be offering appointments at that time? General information sharing and how it impacts our community services :)
- **Supporting frontline staff** to engage on EDI with clients and wider community Supporting efforts in wider community to make things more inclusive

Q5: In your opinion, what are the most important EDI topics that the EDI Working Group should focus on in its future learning opportunities?

Answered: 21 Skipped: 5

- Equity and equality; equitable service; **concrete examples** and demonstrations of how to do this work
- Sharing of best practices of EDI work undertaken by agencies. **Brave conversations** around what worked, what didn't, and lessons learned along the way. **Stories of the positive human impact** this work has had.
- Reconciliation, cultural awareness, bias and stigma
- **Dive deeper**, getting beyond terms and understanding and maybe exploring how systems create barriers for people (helping us all to reflect); **Action** (Calling out things as they happen; where do you find the courage to call out and how do you call in?)
- I found the discussion today at the lead table about **white privilege** very interesting and would like to think more about that
- Attracting and retaining **diverse workforces**
- Connecting the personal with the professional self - **introspective work; Face the discomfort of the work**

Q6: How accessible do you find the EDI learning opportunities provided by the EDI Working Group? Are there any barriers that you have faced in participating?

Answered: 20 Skipped: 6

- Love the lunch and learn format
- Consider recording the sessions for those who can't attend
- The learning opportunities have a 'just in time' feel which is great



Q7: Have you noticed any positive changes in the culture or practices of your organization as a result of the EDI learning opportunities provided by the working group?

Answered: 26 Skipped: 0

ANSWER CHOICES	RESPONSES	
A great deal	3.85%	1
A lot	11.54%	3
A moderate amount	30.77%	8
A little	23.08%	6
None at all	3.85%	1
Other (please specify)	26.92%	7
TOTAL		26

Other:

- EDI is now a priority for our organization & the EDI Working Group compliments what they are doing
- We have a new EDI position/role x2
- I have been rather slack in "bringing it back" That sits with me, not the committee or anything they are doing or not. Now I am challenged by how to bring it forward and grow the focus internally.
- As I learn, I feel more confident helping my organization on the journey.

Q8: How could the working group improve its EDI learning opportunities in the future?

Answered: 11 Skipped: 15

- Have a better understanding of what is being learned outside the group. **Don't assume** that everyone is learning EDI from this group.
- **Keep doing surveys** such as this one to measure impact, adjust as needed and to keep seeking agency feedback.
- Keep up the **lunch and learns** and **case studies** at Lead Tables.
- In-person brainstorming, and support sometimes allows for more bravery than virtual discussions. If we can continue to **save space for in-person meetings** that would be great.
- I feel like the time committed during the table meetings is **essential** because with my schedule, I don't often have time for the lunch and learns. I find it **time well spent** to support the embedding of this work in all our areas of service. While this change is **slow** it's largely because the **change required is very substantial**. I feel it is EDI learning opportunities at the lead table meeting are **digestible** and the forum keeps it on the **radar**. It is a multitude of **small bite sized pieces** of an intended change that will eventually begin to have significant impact on change over time. Please keep it as part of the meetings.

Synthesis – ACTION!

In-person Meetings

- Focus on case studies to generate conversations and raise awareness about workplace issues that may go unnoticed
- Highlight real examples of progress in the community as a way to inspire and motivate further efforts

Possible Topics

- **Cultural awareness & Reconciliation:** Engage with community groups and populations to understand their specific needs, customs, and traditions that impact the services provided.
- **Bias:** Understanding casual racism in the workplace and combatting it with sensitivity.
- **Tackling social stigma:** Examples of campaigns to educate people about various forms of social stigma, including their harmful impact and perpetuation (raise awareness, challenge stereotypes, and promote empathy and understanding).
- **Addressing policy-level changes:** Highlight practical changes to organizations (expanding bereavement leave; inclusive atmospheres; establishing an EDI committee)
- **Guiding responses:** When you hear this...you could respond by doing/saying...
- **Restorative Circle:** How to facilitate discussions