



WORKING GROUP

# EQUITY DIVERSITY INCLUSION

## September 2023 – June 2024 Workplan

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

<b>Meeting Activities – Consider starting with a challenge or trend, then activity</b> *Presentation template (see below) shared in advance or following the lead table meetings		
Month	Focus & Activity	Lead(s)
September	Cultural awareness & Reconciliation: Discuss National Truth & Reconciliation Day on Sept. 30; identify some related Calls to Action; invite sharing of T&R activities happening in the community	
October	Reflection: How can your organization grow in Indigenous cultural awareness and embed reconciliation in your work?	
November	Bias: Understanding casual racism in the workplace and combatting it with sensitivity. See Scenario #1 "Lunchroom Conversation"	
December	<p>Reflection: Strategies for Combating Casual Racism with Sensitivity. Guiding responses: When you hear this...you could respond by doing/saying...</p> <p>Share 3 strategies for combating casual racism in the workplace:</p> <ol style="list-style-type: none"> <li>1. Educate Yourself: Continuously learn about different cultures, histories, and experiences to broaden your perspective.</li> <li>2. Speak Up Respectfully: If you witness casual racism, address it in a considerate manner, promoting education over confrontation.</li> <li>3. Promote Inclusive Language: Use language that respects and values individuals, avoiding stereotypes or assumptions.</li> </ol> <p>Personal Action Commitment</p> <ul style="list-style-type: none"> <li>• Ask participants to individually commit to at least one action they will take to combat casual racism in the workplace.</li> </ul>	

	<ul style="list-style-type: none"> <li>Encourage them to jot down their commitment on a piece of paper.</li> </ul>	
January	Tackling social stigma: Examples of (local) 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).	
February	Reflection: How can we actively challenge and change the negative stereotypes and attitudes that contribute to social stigma?	
March	Addressing policy-level changes: Highlight practical changes to organizations (expanding bereavement leave; inclusive atmospheres; establishing an EDI committee) Possible local contributors: <ul style="list-style-type: none"> <li>The Table</li> </ul>	
April	Reflection: How to engage Boards to effective policy change	
May	Restorative Circle: A how-to guide	
June	Reflection: How do you envision using restorative circles in your own context, whether personally or professionally?	
		*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 – intersystem approach – something to consider as we build out 23/24 workplan.

Forums		
Month	Focus & Activity	Lead(s)
October	<b>*what workshops are already being planned that we can leverage?</b>	
January		
April		
June		



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## 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.

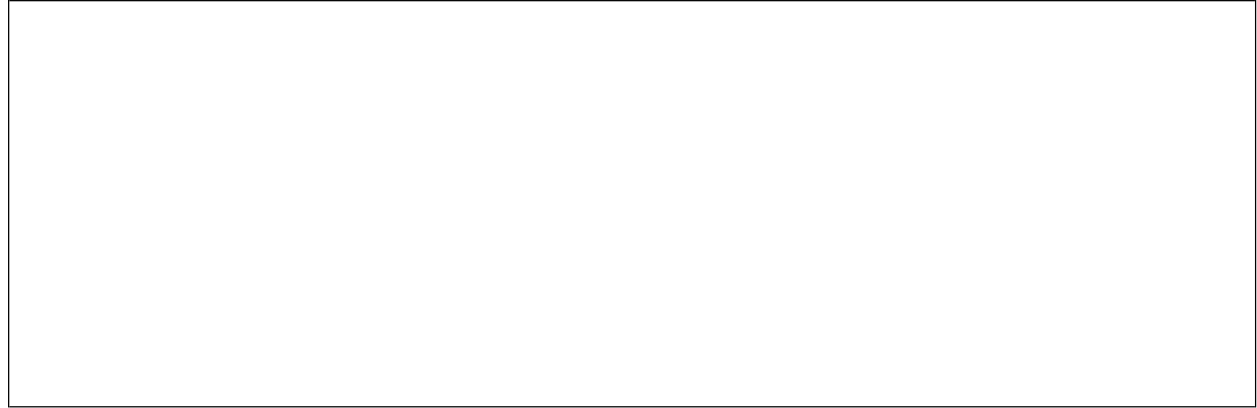
**Presenter:**

**Date of Presentation:**

**Topic: EDI Working Group Update**

**Presentation Summary: (150 words or less)**

**Links to Resources:**



## Scenario #1 "Lunchroom Conversation"

### Characters:

Alex: A co-worker who is originally from India.

Jordan: Another co-worker, who has grown up in the same city as Alex.

Setting: The workplace lunchroom during a break.

### Scenario:

During lunch break, Alex and Jordan are sitting at a table in the lunchroom, eating their meals and chatting.

### Conversation:

Alex: (Sharing about a recent festival in their hometown) "Back in India, we celebrate Diwali with a lot of enthusiasm. The streets light up, and families come together for feasting and festivities."

Jordan: (Curiously) "Oh, Diwali, is that like your version of Christmas?"

Alex: (Smiling) "Well, not exactly. Diwali is a Hindu festival of lights. While Christmas is a Christian holiday celebrating the birth of Jesus, Diwali symbolizes the victory of light over darkness and good over evil."

Jordan: (Nods) "Got it. Sorry, I didn't know much about it. Thanks for explaining!"

### Analysis and Discussion:

This scenario illustrates a form of bias and casual racism that can occur in the workplace. Although Jordan's intentions were not malicious, their assumption that Diwali is similar to Christmas reflects a lack of cultural awareness and understanding. This assumption stems from a bias that equates non-Western practices with more familiar Western ones.

### Combatting It with Sensitivity:

Clarifying Misconceptions: Alex's response is a great example of how to address such situations. They corrected the misconception without getting defensive or confrontational, using a friendly tone to educate.

Promoting Education: Jordan's response of thanking Alex for explaining indicates

openness to learning. They acknowledged their lack of knowledge and showed a willingness to understand and respect cultural differences.

Creating a Safe Space: The conversation remained respectful, creating a safe space for education and understanding. By engaging in a non-judgmental conversation, both Alex and Jordan contribute to combating casual racism.

This scenario highlights the importance of promoting open dialogue, respect for cultural differences, and a commitment to educating ourselves and others to combat biases and casual racism in the workplace.