



WORKING GROUP

EQUITY DIVERSITY INCLUSION

MINUTES

MEETING DETAILS

Committee/Work Group	Diversity, Equity & Inclusion
Chair(s)	Jodi Bucholtz
Date	Jan. 18/24
Time	1:00 – 2:00
Location	Zoom
Attendees	Jodi Bucholtz; Sharon Halladay; Melissa Francis; Lori Taylor; Hector Hernandez; Manny Dizwani; Dan McRae; Elle Halladay; Erin Lee Marcotte
Regrets	Melissa Francis; Erin Lee; Kimberley Gavan; Carmen Law

Item	Owner	Date
<p>Co-Chair – For Decision</p> <p>We continue to seek a co-chair from Leeds & Grenville to partner with Jodi.</p> <p>Action Item(s):</p> <ol style="list-style-type: none"> Leeds Grenville members to consider volunteering. 	All	Feb. 15/24
<p>Meeting Times – For Discussion</p> <p>We had agreed to schedule our meeting every other month at 4:30 in response to a request from Gananoque Pride. They have not, though, been able to have a member join us. In addition we have some members who very much wish to participate, but have a conflict with our 1:00 meeting time. Sharon suggested</p>		

<p>returning to our 11:00 meeting time on the 3rd Thursday of the month, as we seemed to have good attendance last year.</p> <p>Action Item(s):</p> <ol style="list-style-type: none"> 1. Karynn to send out a scheduling poll. 	Karynn	Jan. 23/24
<p>De-brief from December – For Discussion</p> <p>De-brief from Casual Racism reflection exercise at both tables in December</p> <p>Both Tables had very good discussions, with partners being open and vulnerable in their input, which was encouraged by both presenters – Erin Lee & Elle. Reflection that there is greater participation from those meeting in-person than on-line. It might be worth using break out rooms for those online. Also, a reminder to define terms (ie. colour blind).</p>		
<p>Work Plan 2023 – 24 – For ongoing review & planning for upcoming Presentations</p> <p>The Lanark Table December meeting was cancelled (they will not be meeting in December forward going) therefore they did their casual racism reflection exercise at their January meeting and EKIOC skipped doing a DEI exercise. Accordingly, our work plan schedule is a bit off. We agreed to combine our February & March items and to a lot a longer time slot on both agendas as follows:</p> <p>Tackling social stigma: Definition of 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).</p> <p>Reflection: How can we actively challenge and change the negative stereotypes and attitudes that contribute to social stigma?</p> <p>At Lori’s suggestion we agreed to use Black History Mont as a good example and ask partners what other examples exist in our communities for discussion. We also agreed to focus on how to interrupt when stigma is being voiced – ie. Dan suggested “why did you say that” as a way of opening up conversations, rather than shutting them down.</p> <p>Action Item(s):</p> <ol style="list-style-type: none"> 1. Jodi volunteered to present to both Tables Feb. 7 EKIOC & Feb. 8 Lanark Table. <p>Lunch and Learn: The Accommodating and Inclusive Workplace – Attracting and Retaining People with Disabilities Date: Tuesday, January 30 Time: 12 – 1:30 PM Format: Virtual</p>	Jodi	Feb. 7 & 8/24

Register:

<https://algonquincollege.zoom.us/meeting/register/tJwpfu6srTwuEtOPS6crIWRVZRsjtRzmaHzW>

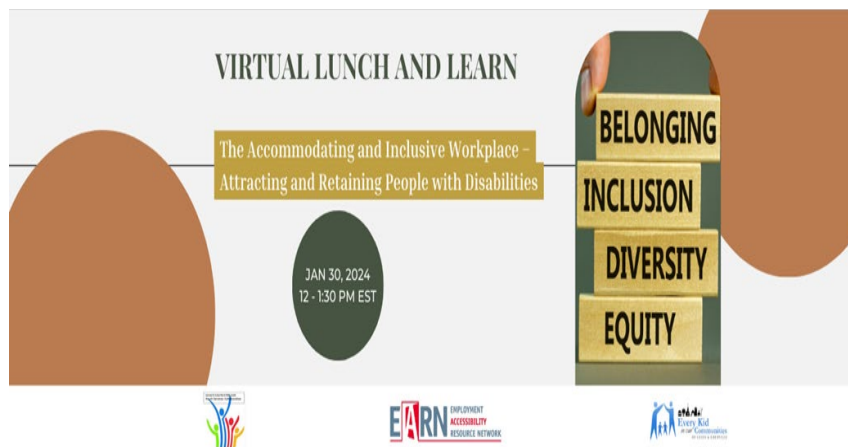
Join our interactive learning event and learn about types of disabilities, the language we use, core principles of accommodation and best practices to build an inclusive and accessible workplace.

We invite you to bring your questions around building a workplace that celebrates diversity, promotes equity, and ensures inclusivity for all. Ask us anything! Join us in creating an environment where every individual can contribute their unique talents and thrive.

This lunch and learn is in partnership with Employment Accessibility Resource Network (EARN), and the Lanark County Child and Youth Services Collaborative and Every Kid in our Community EDI Working Group.

For questions about accessibility or to make an accommodation request, please email Hester Lai at hlai@unitedwayeo.ca.

Please feel free to share with your networks – everyone is welcome.



Member/Partner Information Sharing:

Dan McRae – UCDSB – will be attending a Holocaust Education Conference in Toronto; getting ready for Black History Month which will include on-line speakers & text/book selection re. different lived experiences

Erin Lee Marcotte – FCSSLG - are hosting a staff learning event Jan. 27 International Holocaust Remembrance Day in partnership with Jewish Family Services; sending 6 staff to Indigenous Child & Family Wellbeing Conference in Ottawa; The Algonquins of Pikwakanagan have advised child welfare

<p>organizations in Ontario of their intent to exercise their inherent jurisdiction over the well-being and protection of its children, youth, and families, by virtue of the Algonquins of Pikwakanagan’s law, which is called Nigig Nibi Ki Win. They plan to name their agency Ngig Nibi Ki Win Gamik and are aiming to be in a position to deliver services by April 1st. Therefore, FCSLLG has been working with them to identify and provide all records regarding members of their Nation whom we serve (and have served), so they are position to carry out service in April. Of note, it will be important to identify members of Pikwakanagan FN right at time of referral because they will be providing service and have jurisdiction over these children, even if they do not reside on reserve. FCSLLG are in active discussions with the new agency about protocol development.</p>		
<p>Next Meeting: Feb. 15 4:30 – 5:30 (tentative dependant on outcome of scheduling poll)</p>		