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EQUITY, DIVERSITY, AND INCLUSION

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FOR LEEDS, GRENVILLE AND LANARK

## **Equity, Diversity, and Inclusion for Leeds, Grenville and Lanark**

### **Terms of Reference**

### **September 2025 – June 2026**

#### **Introduction**

The Equity, Diversity, and Inclusion for Leeds, Grenville and Lanark Working Group (formerly Diversity, Equity and Inclusion Work Group) is a joint initiative between Every Kid in Our Communities of Leeds and Grenville and the Lanark County Child & Youth Services Collaborative. The Working Group supports the common agendas/visions of both planning tables by strengthening partners' Diversity, Equity, and Inclusion (DEI) knowledge and approaches, developing tools and providing education & resources for partners to bring back to their own organizations. We believe that equity is central to the work of both tables.

#### **A Shared Vision**

Both tables share a vision that the children and youth in our communities are thriving, safe, healthy, and valued and a culture of inclusion is fostered. They are served by a community of organizations who effectively collaborate, communicate, and partner to provide equitable and inclusive child and family services to everyone in Lanark, Leeds, and Grenville.

#### **Accountability**

The Working Group reports to the Lead Table of EKIOC and to the Lanark County Child & Youth Collaborative. The Working Group will provide advice to the EKIOC Lead Table as it relates to diversity, equity and inclusion. It may also bring specific issues to the Lead Table as needed.

#### **Guiding Principles**

- We believe each member must engage in a journey of learning and introspection in relation to their own values and culture.
- We believe that our partner organizations must examine their policies, practices and procedures that result in exclusion and/or unequal access to services.
- We believe that through education, robust and courageous communication, and recruitment we can foster a culture of inclusion in our partner organizations.

- We believe that the contributions of all members of our collaboratives should be valued equally.
- We believe that meaningful engagement with local communities, including people with lived experience of barriers, is essential to co-create solutions that are relevant, respectful, and sustainable.
- We believe that focusing on building empathy and understanding among leaders engaged in the work, especially those who lack direct experience of the issues is critical.
- We believe that focusing on systems change, in addition to programs and services is necessary to our shared visions.
- We believe that we can build equity, leadership and accountability.

### **Membership**

- The membership consists of, but is not limited to, partner agency staff members, community stakeholders, and leaders in Lanark, Leeds and Grenville.
- We seek representation from a diversity of peoples and perspectives and from those with lived experience from across our partner organizations, particularly representatives from equity seeking communities, including:
  - Members from Indigenous communities
  - Members from the Black community and people of colour
  - Individuals who identify as 2SLGBTQIA+
  - Individuals with visible and invisible disabilities
  - Other members of equity seeking or marginalized communities

### **Working Arrangements**

- Managers of Immigration Partnership – Lanark & Renfrew and the St. Lawrence – Rideau Immigration Partnership will be the Co-Chairs until determined otherwise.
- The Work Group will meet at such times and places as determined by its members and will work mainly through video conferences and e-mail. Meetings will generally be held every month for an hour.
- A consensus building approach will be used whenever possible. In the rare case when a vote is required, all members present are voting members.
- Administrative support to the Work Group will be provided by the Co-Chairs.

### **Review of Terms of Reference**

These Terms of Reference will be reviewed annually in September.

### **Date of Approval & Review**

August 2025