



EKIOC Lead Table Minutes

Committee/Work Group	Lead Table
Chair(s)	Kimberley Gavan
Date	Sept.9, 2026
Time	0930-1130 Hybrid
<i>We acknowledge that the land on which the work of Every Kid in Our Communities is performed is the traditional and unceded territory of the Anishinaabe, Algonquin, Huron-Wendat, Haudenosaunee, Mississauga, and Mohawk peoples. We acknowledge the legacy of colonialism and the inequities it created that are ongoing. We are committed to reducing these inequities through the work of EKIOC. We acknowledge the enduring presence of the Indigenous people with whom we share this land today, their achievements, and their contributions to our community and commit to learning from them. We offer this acknowledgment as an act of reconciliation between Indigenous and non-Indigenous peoples of Canada.</i>	

Minutes

AGENDA ITEMS

Item	Owner	
Welcome & Introductions	Kimberely Gavan	The meeting began with introductions from various participants, who shared their roles and affiliations.
Land Acknowledgment	Jane Hess and Table	Jane shared the EKIOC land acknowledgment. The group discussed modifying the format for land acknowledgments and agency profiles, deciding to shift from full agency profiles to shorter updates about specific events, priorities, or program changes. The participants agreed this new format would be less burdensome for agencies while still maintaining the spirit of highlighting important work. The group discussed a more spontaneous approach to monthly presentations, with Jane suggesting they seek people out monthly rather than pre-planning the entire year.
Diversity Equity and Inclusion-survey	Melissa Francis	Melissa then presented about the EDI Working Group, explaining its purpose of strengthening partner knowledge through tools and educational opportunities, and inviting new members to join. The group confirmed the low time commitment required for the working group, while

		emphasizing it as a learning opportunity where members can develop their EDI expertise while serving the broader organization. The group discussed the implementation of EDI work within the Child and Youth Planning Tables in Ontario, with Jane explaining that several tables including Halton, London, Waterloo, and Ottawa are interested in adopting the EKIOC format. The team then explored developing case studies for future reflection periods, with an example involving challenges in serving Indigenous families, including questions about meeting their needs and appropriate support connections. It was also mentioned a concerning trend of families requesting specific staff based on characteristics like race or cultural background, which has led one board to consider implementing a conduct pledge for families. The group discussed potential case studies for diversity and inclusion training, focusing on challenges with racialized staff and high-risk youth, intercultural competency in client interactions, and cultural aspects of domestic violence. Shared experiences of racist incidents involving youth in care and suggested these could be addressed through case study guidance for managers. Sonia suggested conducting an organizational survey to better understand the prevalence of cultural barriers in service delivery and offered to connect the group with cultural community groups for expertise. The discussion concluded with Danny Powers mentioning a completed EDI roadmap project in Kingston that could provide shareable resources and tools for the group's work.
Triple P Project Charter Southeast Public Health	Sara Tyron/Emily Tubbs SEPH	Sara provided an update on the needs assessment project, which she took over from Colin Bailey, focusing on reducing children's involvement in the child welfare system and enhancing community services access. The project involves quantitative data analysis, qualitative consultations, and a literature review, with 9 staff members currently working up to 25 hours per week. The team is on track to complete the final report by early December, with a presentation planned for the January meeting, and Emily confirmed they will share interim findings with the smaller planning group in late fall.
Femicide update- plan in June to prepare social media content for table members to share	Jane Hess	Jane provided an update on social media messaging for violence against women, noting that the Women Against Violence committee is already working on this and will continue to develop content.

Asset Builders Awards Update	Jane	There are 24 Asset Builders in L&G who were recognized this Sunday June 7, 2026 at the YMCA Brockville. As well there were 13 Asset Builders for Lanark. Both ceremonies well attended and received.
National child day- Nov.20/26 Outreach to municipalities sample charter. CRC-Poster EN.pdf National Child Day - Canada.ca Convention on the Rights of the Child OHCHR	Jane & Table	The meeting then focused on planning for National Child Day on November 20th, with Jane proposing to reach out to mayors about proclaiming the day and suggesting they focus on UNICEF Canada's theme of Article 30 (children's right to practice their own culture, religion, and language). National Child Day Rights Discussion The meeting focused on discussing National Child Day and birth registration rights, with Michelle Rogie noting that toolkits are typically released by August 1st to help organizations implement chosen rights. The discussion highlighted challenges with birth registration for children entering care, including administrative burdens and equity issues.
Work plan update and review lead-Table-priorities-2025-2027final-March-42026.pdf		The group also reviewed their work plan, covering areas of shared measurement and connected/coordinated efforts, with ongoing work needed on community mapping and partner agency engagement. The conversation ended with a discussion about potential future forums for frontline staff regarding vicarious trauma and compassion fatigue, with participants sharing concerns about staff wellbeing in response to crisis situations.
Round Table		The group reviewed website usability for partners, with Jane noting that email distribution of documents remains preferred over the website, though the website serves as an important resource for document archiving and partner referrals. The discussion also covered equity-centered development tools and Indigenous support initiatives, with participants considering ways to move forward on Truth and Reconciliation efforts in Leeds and Grenville, including potential community conversations and municipal advisory council engagement.
		Reminder of next Lead Table meeting Wed. Oct. 7 /26 0930-1115 @ Family and Children's Services LLG, 438 Laurier Blvd, Brockville ON K6V 6C5 and Zoom

Attendees:

- | | |
|---|---|
| ☐ Ali Hoover - VSLG | ☐ Brittney Poffley - YMCA |
| ☐ Allie Dedekker - Brockville Police | X Bryan Edgeley - YMCA |
| X Amanda Petch - Brockville Food Bank | ☐ Carrie Onstein - Career Services |
| X Bev Heuving - BGCSoutheast | ☐ Cecilia Clapson - VSLG |
| ☐ Bonnie Pidgeon - SG Food Bank | X Katie Deacon - Ont Health at Home |
| X Brandy Smith - UCDSB | X Karen Forbes - Kids Inclusive |

- XDanny Powers - MCCSS
- ☐ Darrel Dean - MCCSS
- ☐ Emily Castle - Southeast PH
- XEmily Tubbs - Southeast PH
- XErin Lee Marcotte - FCSLLG
- ☐ Harold Parsons - BGCSoutheast
- ☐ Jenny Lane - LG Community FHT
- ☐ Katie Sparks - LG Interval House*
- ☐ Kellie Hare - Assault Resp& Care
- XKimberley Gavan - BDACI
- ☐ Kyrra Hamilton - Assault Resp& Care
- ☐ Leah Nielson-UCLG
- XLesley Hubbard - Girls Inc.
- ☐ Lisa Livingston - UCDSB
- XLorena Crosbie - CMHLG
- XMelissa Francis - LG Immigration Part.
- ☐ Melissa Hyndman - UWLG
- ☐ Melissa Ondrovic - EEC
- ☐ Mark Noonan- BPS
- XMichelle Crogie - PLEO

- XRachel Burns - RNJ Youth
- ☐ Rob Adams - YMCA
- XRobyn Holmes - Connect Youth/JHS
- XSamantha Burtch - LGCFHT
- ☐ Selena Mackie - CDSBEO
- ☐ Shannon Brown - UCLG EarlyON
- XSharon Pritchard - Triple P
- ☐ Siggy Leslie-Casselman
- XSonja Jodoin - Office for Victims of Crime
- ☐ Susan Watts - EEC
- ☐ Tamara Baldwin- Brockville Food Bank
- XTiffanie Belkin - MCCSS
- XSarah Kaufman - DSLG
- ☐ Catherine Robinson - Language Express (minutes and agenda only)
- ☐ Tawnya Boileau - Southeast PH (minutes and agendas only)