

THE REGIONAL DIVERSITY ROUNDTABLE RDR



COMMUNITY LEADERSHIP PROGRAM CLP 2.0

Jan 2019 - Dec 2020



Table Of Contents

Introduction	2
Project Overview	5
Stakeholders Selection Process	8
Celebrating the Journey	16
Project Outcome	19
Conclusion	23
Appendix	25



Introduction



Varsha Naik, Executive Director at RDR welcoming the CLP 2.0 participants

The Executive Director of The Regional Diversity Roundtable, passionate about equity and community development, envisioned a solution to fill gaps in the Peel Region. With the support of a community and colleagues equally passionate about diversity and the needs for inclusion, this small group of dedicated individuals launched the Community Leadership Programs. The area, rich in culture and diverse heritage, was also abundant with hidden talents. The Regional Diversity Roundtable developed the initial Community Leadership Program (CLP 1.0) in 2017 to bring those talents together. The program implemented and strengthened the Diversity and Inclusion Charter (D&I Charter) of Peel that was developed in 2012 and then launched in 2013. It became apparent early on that an expanded version of the program was needed. Much of the envisioning for CLP 2.0 came directly out of the 1.0 Learnings.

Community Leadership Program 2.0

Both Version 1.0 (developed in 2017/18) and the following 2.0 (developed in 2019/20) mobilized individuals and communities in The Peel Region around the vision and commitments articulated in the D&I Charter. A cumulative 51 diverse residents graduated from the two versions implementing meaningful change in the Peel community. The focus of Version 1.0 was to obtain an insider perspective by consulting individuals from communities within The Peel Region. Participants speaking 10 distinct languages offered their unique and personal perspectives on solutions, necessary interventions, and gaps in services in their communities. The second version recruited participants drawing from 12 diverse ethnicities in the Peel Region.

Arising from CLP 1.0 evaluations, the key suggestions were to build programs and tools to develop leadership networks and support ambassadors in moving Diversity, Equity and Inclusion (DEI) projects forward. Built on these recommendations, Version 2.0 continued providing capacity building and leadership opportunities to the diverse ethnic groups in Peel. The goals were to address three changes:

1. A larger network of community leaders that support each other personally and professionally (through an inter-cohort mentorship program);
2. Increased collaboration between organizations, institutions, and diverse communities towards a combined goal of equity and inclusion;
3. Growth in several sustainable community-led initiatives to further equity and inclusion in Peel.

Through the CLP project, a network of mentors, past ambassadors, DEI subject matter experts, and other stakeholders are setting the stage for the development of a learning community that will continue to grow in the future. Program ambassadors successfully enhanced their understanding of DEI issues and demonstrated increased capacity through grassroots projects, in developing and utilizing culturally sensitive and equity focused tools to further DEI work in their communities.

Community Leadership Program 2.0



Ambassadors engaged in a group activity on the Training Day 2



Getting to know program participants better

Project Overview

The D&I Charter, created in 2013, is a regional initiative that aims to foster greater inclusion and equity in the region of Peel. The Charter was created with the vision that everyone who lives, works, or plays in the Peel Region can participate in, and meaningfully engage with their communities. A vital part of the D&I Charter includes scaling up the initiative and increasing its impact in the region. Both the success of the program and need for this ongoing work is evident in CLP 2.0 participant, Aasiyah Khan's comments."The program reinforced for me the importance of allyship and community building. Overall a wonderful experience! In conclusion, I hope to carry the insights gained from this program and continue these conversations in other spaces as I move forward." There is no end to the need for Diversity and Inclusion and as evidenced by Khan's statement, the positive impacts are rippling out and beyond the program.

CLP 1.0

CLP 1.0 project rolled out in May 2016 after three rounds of community consultations to effectively implement the D&I Charter in diverse languages spoken in the Peel Region. A considerable number of the area residents do not speak any of the official languages, making Punjabi, Hindi, Gujarati, Urdu, Cantonese, Mandarin, Tagalog, Polish, Italian, Spanish, Portuguese, and Arabic the most used languages after English and French.

These trends demonstrate the growing diversity of the region's population, as well as the need to encourage communication among its communities to build an inclusive and equitable environment in the Peel Region. The project outcome was:

- Increased reach of the Charter leading to a larger regional network through diverse media and online campaigns.
- Increased endorsement of the Charter including representation from 10 language groups

- Increased commitment to advancing diversity, equity, and inclusion (DEI) in Peel Region by implementing the CLP project.



CLP 1.0 was a flagship project in DEI capacity building, that centred equity work, around regional linguistic diversity. The project drew interest from over 90 community residents who were eager to participate. The selection criteria offered that opportunity to 30 Peel ambassadors.

The 30 + ambassadors (participants) that finally made the cohort reflected language diversity and other identity markers, such as, gender, sexual orientation, status, class, race etc.

CLP 1.0 had a large pool of community champions that engaged in determining the project implementation course and the CLP training. Other stakeholders included RDR member organizations and representatives, local and project funders, academics, and researchers.

Based on the feedback of participants and stakeholders, CLP 1.0 was centred around English as a second language as an identity marker. This criteria did create some barriers for English speaking individuals who also needed to address experiential inequities. By excluding all those who only spoke the one official language, there was a gap. The version addressed it by including the needs of people with disabilities and those from the black diaspora by creating two additional categories.

Community Leadership Project 2.0

Secondly, there was a suggestion to engage mentors in the project that could guide the ambassadors about services required by the marginalized and underserved ethnic members of the community.

In the winter of 2019, RDR started to work on the second version of the CLP project to reflect the top 12 ethnic communities in the Peel Region. This data came from Statistics Canada and the Peel Data Centre, the cities of Brampton and Mississauga, and the Town of Caledon. Statistics revealed the Peel Region houses the largest racial diversity outside of Toronto. CLP 2.0 Ambassador Anupama Aery felt the program offered an excellent space to reflect and learn about equity, inclusivity and diversity. "Through conversations with other Ambassadors, I gained a better understanding of different peoples' experiences within Peel and I was able to learn more about local community spaces offering programming with a focus on equity and inclusion."



Evaluation findings / report consultations with mentors and ambassadors

Stakeholders Selection Process

CLP 2.0 activated leadership that increased engagement and initiative across a variety of program stakeholders all interested in DEI work.

Program Consultants

Through a competitive RFP process, RDR selected Link, Newman & Associates Ltd. (LNA) as the vendor to deliver communication expertise, strategies, and resources.

LNA redesigned the RDR website, conducted a communications audit, provided a status report, guided RDR to a revised communications and marketing approach, and supported the implementation of the project recommendations through necessary actions.

ECOETHONOMICS Inc. was engaged by RDR to conduct a developmental evaluation project of the D&I Charter's CLP 2.0. They created a pre-post survey to assess the needs, expectations, and variances of the stakeholders from the CLP 2.0. All the findings of the pre and post-project outcomes are captured in the report.

Curriculum committee - A 14-member committee was organized to review and modify the curriculum for CLP 2.0 based on the recommendations from the participants and stakeholders of CLP 1.0. They assessed the previous curriculum topics and activities to incorporate the feedback from the pilot round. Updates were made to meet the required learning goals. The curriculum committee met multiple times for the planning sessions to create the document to be approved by all the program stakeholders.

External facilitators were hired to deliver monthly training sessions for the CLP 2.0 group with the purpose to measure the influence of community ambassadors and participants. Unfortunately, their services ended early in the project due to COVID related circumstances. The RDR team took over the facilitation during monthly training.

Community Leadership Program 2.0

Many people and groups became involved and engaged in CLP 2.0: RDR Board members, past group participants, program vendors, RDR member organizations, regional and program funders, diverse residents, researchers, academics, community organizations, equity professionals etc. All program stakeholders were invited to offer input throughout the project at appropriate stages.

It is comments like Maryum Siddiqui's, a participant in CLP 2.0, that inspire the team leaders to reach ever higher in their goals for diversity, equity and inclusion. "I would highly recommend CLP as it was an enriching experience. I am taking away key resourceful information from this program to implement in my work regarding newcomer settlement."

**Aasiyah Khan, Adriana Bocanegra,
Akeksandra Skoric, Andrew Day,
Anupama Aery, Baani Bathal,
Hana Salih, Jenet Dhutti-Bhopal,
Loloa Alkasawat, Mandeep Singh,
Maryum Siddiqui, Melissa Weale,
Melissa Theodore, Nabeela Irfan,
Nadine Singh, Nora Mya Aboudaya,
Rocio Smolen, Saadia Salamat,
Stephen Pointer, Tania Freire,
Tejas Aivalli**

**104 APPLIED
35 SELECTED
21 GRADUATED**

Demographics
22 Mississauga, 11 Brampton, 1 Caledon

Age Group
16 participants (18-29)
11 participants (30-44)
08 participants (45- 64)

Representing
24 diverse countries
15 different languages

CLP 2.0 in the midst of a global pandemic

Community Leadership Program 2.0

Project Outreach

The Community Leadership Program 2.0 project was initiated in the first quarter of 2019. RDR promoted the second cohort of CLP broadly in the region and also amongst the top 12 ethnic communities in the Peel Region.

It ensured the fair opportunity for the interested individuals to participate and the selection process was equitable and inclusive. Extensive outreach and data collection were taken into consideration to create a cohesive group reflective of the diversity of the region. The call for applications was promoted in local newspapers, at community centres, and through social media campaigns on RDR platforms.

RDR concluded with the data collection and research of the 12 dominant communities; Indigenous, Canadians, East-Indians, Filipino, Jamaican, Saudi Arabian, Syrian, Latina, Middle Eastern, Pakistani, Sri-Lankan, and Nigerian.

In this project, 35 participants were shortlisted from 104 valid applicants of diverse ethnic backgrounds. The ambassadors were carefully selected to represent multi-generational age groups. This set the stage for rich and comprehensive life experiences to be presented in the learning, also allowing voices from each population segment to be heard.

Recruitment

An assessment tool was developed for the selection process. In the Fall of 2019, RDR invited applications from the interested residents in Peel to apply for the CLP 2.0 contingent to begin in January 2020. The applicants were selected based on their interest in social responsibility through community leadership and awareness about the concepts of DEI.

The RDR team carefully reviewed all the applications to pick candidates based on the response scores of a questionnaire on inter-sectional identities, openness to learning, and the understanding of DEI, along with their lived experiences. The CLP team ensured that a variety of considerations were factored in the final selection to reflect diversity in its broadest sense.

Community Leadership Program 2.0

Selection of Mentors

MENTORS we worked with....

RDR Staff Support	
Taranum Khan	Ana Kovacevic Support and Care Navigator Bloom Clinic, Wellfort
Varsha Naik	Emmanuel Ansah Manager Diversity Equity & Inclusion, Peel CAS
Rushaan Rashid	Jagdeep Kalley Manager, Settlement Services, Peel Multicultural Council
Frishta Bastan	Josie Premzell Supervisor of Development Visitor Services and Marketing, Peel Art Gallery, Museum and Archives.
Sonika Sharma	Marianthi Karras Volunteer and Staff Engagement Coordinator, SEVA Food Bank
Varsha Naik	Maria Reolin Executive Director, Learning Disabilities Association of Peel Region
Frishta Bastan	Rhona Lindo Manager, Programs & Volunteers, Roots Community Services Inc.

Based on the experience of CLP 1.0, it was suggested that the Program Ambassadors would benefit from a mentor to help guide them through their capstone projects. Together, they worked on grassroots projects. The mentors connected the community ambassadors with the basic and most pressing needs in the Peel Region, such as food insecurity or inadequate support services for the racialized communities. A community mentor and RDR team member was assigned to each project to guide program ambassadors, through the implementation of the community projects.

The CLP Program helped Baani Bhathal connect with other community leaders. The program "gave me the necessary tools to help support Seva Food Bank. I developed a stronger general understanding of Diversity, Equity, and Inclusion as well as how these issues intersect specifically in the Peel Region."

Community Leadership Program 2.0



RDR partnered with 7 different community organizations in the Peel Region; Children's Aid Society of Peel, Learning Disabilities Association of Peel Region, WellFort Community Health Services, SEVA Food Bank, Peel Art Galleries, Museums, and Archives, Roots Community Services, and Peel Multicultural Council.

Projects' Journey

To kick off CLP 2.0, RDR had a Meet and Greet in December of 2019 with a new band of ambassadors and mentors as well as community partners. The purpose of this event was to give:

- An opportunity for both ambassadors and mentors to get familiar with all the project participants and the RDR's project team.
- A chance for the CLP team to introduce the program logistics, purpose, and plan for the year.

During this particular phase, a large portion of the period was implemented in the midst of the pandemic. Ambassador Saadia Salamath recognized those challenges in addition to developing a cohesive group of diverse individuals with different perspectives together. "Our CLP Ambassadors have truly cultivated a caring community, supporting each other, sharing knowledge and resources, and learning from each other."

Seven
Grassroots
DEI
Projects

Nine
months
of
capacity
building
and
leadership
training
with
CLP
Ambassadors

Small teams, big ideas!



Community Leadership Program 2.0

The next steps were the formation of community project teams, comprising RDR staff as the facilitator, a community partner as the group mentor, and the CLP ambassadors as the mentees. Each team worked on a community project as described below.

Community Engagement & Knowledge-Sharing with Diverse Families

1. [Children's Aid Society of Peel](#) – Dispelling child welfare myths and promoting effective parenting
2. [Learning Disabilities Association of Peel Region](#) - Demystifying learning disabilities from a diversity-centered approach

Building Community Supports for Diverse Groups Facing Challenges

1. [WellFort Community Health Services](#) - Building up a new resource for low-income families
2. [Seva Food Bank](#) - Increasing food security for a growing ethnic clientele

Showcasing Diverse Talents in the Arts & Culture

1. [Peel Art Galleries, Museums, and Archives](#) - Spotlighting diverse young talents in the arts
2. [Peel Multicultural Council \(PMC\)](#) – Celebrating cultural exchange and the *diversities* newcomers bring

Creating Dialogue on Critical Issues among Diverse Groups

1. [Roots Community Services](#) -Using drama to share preventative knowledge about violence amongst youth

Create an Inclusive and Enabling Learning Community

Every month, a one full-day training session was organized for the community ambassadors to supplement the learning. The content developed by the curriculum committee was delivered during the monthly training sessions with modified activities. The online medium was adapted to counter in-person restrictions due to the pandemic. RDR staff further facilitated networking and capacity building through innovative, digital, interactive activities.

Community Leadership Program 2.0



Guest speakers were invited to present on important DEI issues. Some of the topics covered during the training were: a) Understanding of Settler Responsibilities, b) Origins of the D&I Charter of Peel, c) Leadership Model: Vision for inclusion and diversity, d) Exploring Poverty and Intersections of Mental Health.

During such sessions, many activities were planned and offered to the Ambassadors;

- the inclusion of tools to identify power and privilege in society, and
- to uncover, analyze and discuss an individual's intersectionality,
- deconstruct the impacts of layered and multiple identities. RDR shared key tools and resources, in both text and digital mediums, with the participants for them to refer to and use in their work and personal lives.

Celebrating the Journey

Mentors get-together

On September 3, 2020 RDR hosted a luncheon for the CLP 2.0 mentors at a local restaurant, practicing social distancing protocol. This meeting was organized to formally thank all the mentors for their CLP program support through the uncertain times during COVID 19. The CLP team added verbal program feedback from the mentors to the lessons learned. RDR also captured the mentor's testimonials in an adapted program that day.

Rhona Lindo, one of the mentors shared how pleasurable it was working with the CLP participants and RDR team for their organization's project. "The team was very receptive to learning about the topic and was able to pivot very easily with all the challenges they face. As a mentor, I was able to provide them with the necessary information they required to ensure they meet the organizational requirements and their learning goals." Lindo's project was to develop a drama-based workshop to engage racialized youth in a dialogue and share information about human trafficking and intimate partner/domestic violence.

Projects ending ceremony

The CLP 2.0 celebrated a major milestone on September 19, 2020 by hosting 'Transforming Communities, Igniting Inclusive Change'. The ceremony celebrated the success of seven projects in collaboration with community partner organizations, mentors, ambassadors, and other stakeholders. The celebration began with an Indigenous blessings ceremony from Cindy Martin, traditionally Cayuga, of the Turtle Clan. A total of 41 guests joined online to hear about the project journeys by the CLP ambassadors and two guest speakers who spoke from their life experiences. Sam Demma, youth mentor, and social entrepreneur mentioned the importance of small consistent actions in creating transformative communities. Larissa Crawford, published Indigenous and anti-racism researcher, shared her pursuit in anti-racism activism from both her Black and Indigenous identities.

Community Leadership Program 2.0

The banner features three headshots of presenters: Sam Demma (left), Cindy Lynn Martin (top center), and Larissa Crawford (right). The word 'Presenters' is written in a stylized font above the middle row. The background is red at the top, transitioning to teal at the bottom. A circular logo for the 'DIVERSITY & INCLUSION CHARTER OF PEEL' is located in the top right corner.

TRANSFORMING COMMUNITIES, IGNITING INCLUSIVE CHANGE

Project Celebration

Community Leadership Program 2.0

These images showcase the guest speakers who enriched us with their knowledge throughout the CLP 2.0 journey.

Guest Presenters

	<u>Navita Dyal</u> Grassroots Leadership		<u>Dr. Ruth Koleszar-Green</u> Understandings Of Settler Responsibilities
	<u>Daisy Wright</u> Leadership Model: Vision for inclusion and diversity		<u>Monica Valencia</u> Origins Of The D&I Charter Of Peel

Community Leadership Program 2.0

Guest Presenters



Rabia Khedr

Working Together For Inclusion:
Disability Rights and Our Shared
Responsibility



Adeline Cohen

Measuring Success in
Community Projects



Rodel Imbarlina-Ramos

Exploring Poverty and The
Intersections of Newcomer



Sylvia Link

How To Be A DEI Thought
Leader On Social Media



Baldev Mutta

Exploring Poverty and
Intersections of Mental Health

Guest Presenters



Vale

2SLGBTQ+ Communities in Peel



Megan Nicholls

Exploring Poverty and The Intersections
of Food Security



Yoshith Perera

2SLGBTQ+ Communities in Peel



Roger Caesar

10 Tips To Writing A Speech

Project Outcome

Outcome			
Immersive Experiences	Fresh Insights	Endless Value	Strategic Processes
MANY CHALLENGES BUT ONE GOAL The program was designed for community leaders who stood firm through all the obstacles including the pandemic, to accomplish DEI objectives	THROUGH CRISIS, NEW IDEAS GENERATE Program host, partner organizations and participants collaborated to modify project activities & meet goals that best reflect diversity, equity and inclusion	IN THE SERVICE OF COMMUNITY ADAPTING TO CHANGE Ambassadors created valuable resources to respond to regional needs benefiting the diverse community	THE SHOW MUST GO ON The project followed a solid plan. When we hit road bumps, we paused, recalibrated, and came up with alternate actionable goals which resulted in positive change and experience

Constraints: COVID had a significant impact on the CLP 2.0 program delivery. The training sessions and project group meetings were designed to be delivered as in-person activities. But during the execution period of the project, COVID-19 happened and the regional guidelines for social distancing prohibited any prior planned activities. A few participants dropped out of the program as they could not cope with the uncertainties due to the pandemic: loss of child care, increased job responsibilities, inability to engage from home, and/or stress. Before moving to an online format, RDR-CLP team consulted with the program ambassadors to learn about their needs and constraints. A large majority of the ambassadors chose to continue with the modified virtual CLP 2.0 format.

Virtual fatigue was one of the concerns of the ambassadors, therefore, CLP online training sessions were reduced to half a day. Transformation of the CLP program to a virtual platform meant limited group cohesion and development, as well as reduced bonding time and in-person team-building activities. Creativity was the answer here.

Community Leadership Program 2.0

Even so, Ambassador Nadine Singh not only commented on how the program created a safe space in which all different kinds of people could engage in conversation, she shared, "It was an adventure like no other, and I think, the more adventures that we can have like that (tough times and all) the better for everyone." COVID may have turned program delivery standards upside down yet people adapted, bonded, created cohesive groups, and took action.

The image shows a video conference screen. On the left, there is a presentation slide titled "PROJECT OUTCOMES". The slide features four boxes: "EQUITY" (Compiled e-books in multiple-languages spoken in Peel Region), "KNOWLEDGE SHARING" (Created awareness, access to resources during COVID), "Resource Creation" (Researched facts & data, co-authored a booklet on LD), and "NEW SKILLS" (Organized a webinar attended by over 60 people). A green banner across the middle of the slide reads "PROJECT OUTCOMES". On the right side of the video call, there is a video feed of a woman with long dark hair, identified as Nadine Singh, speaking. The video feed has a small overlay with her name and a profile picture.

The image shows a video conference screen. On the left, there is a presentation slide for "Blooming Babies". The slide has two main sections: "Barriers" (TOGETHER WE OVERCAME) and "Our Win!". The "Barriers" section lists challenges: Juggling Time & Priorities, Work ~ Study ~ Family, and COVID19. The "Our Win!" section features the "Blooming Babies" logo (a red flower with the text "BLOOMING BABIES" around it) and a "Donate Now!" button. Below the logo, a caption reads: "'Blooming Babies', is a formula and diaper bank that will benefit struggling families." On the right side of the video call, there is a video feed of a woman with glasses, identified as Melissa Weste, speaking. The video feed has a small overlay with her name and a profile picture.

CLP 2.0 ambassadors share project outcomes in a virtual meeting

Community Leadership Program 2.0

Achievement: Ending all of the grassroots projects on high notes was a huge success.

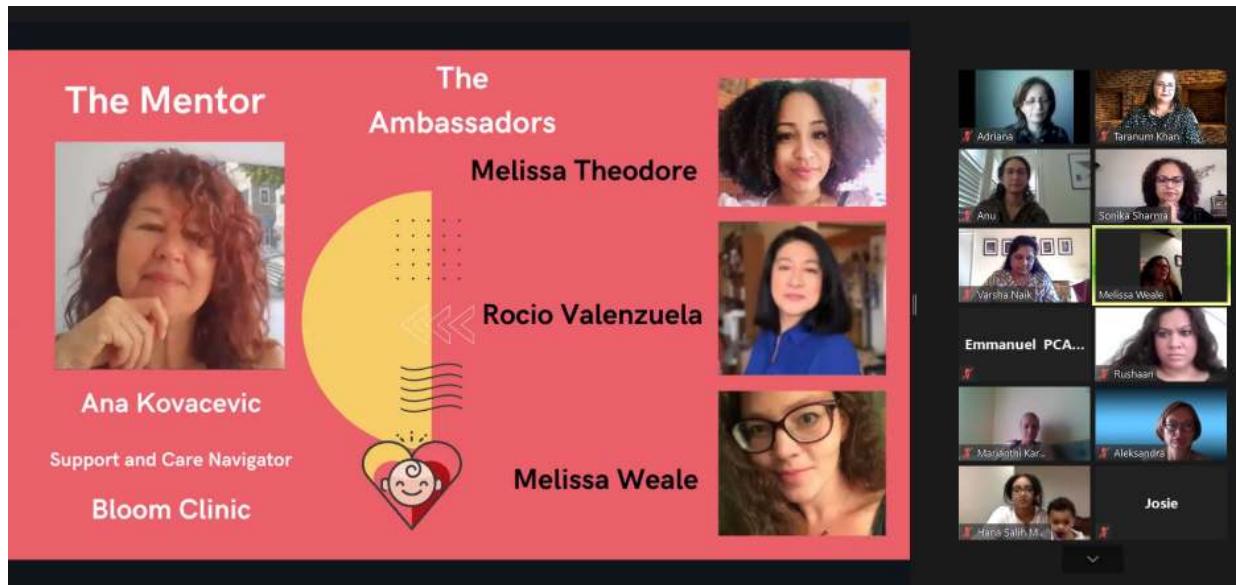
CLP 2.0 was delivered amid the COVID-19 pandemic and the social distancing. The RDR staff team successfully restructured the program to accommodate the needs of the program participants. The planned curriculum evolved throughout the program to accommodate the unique challenges of the pandemic. The RDR team worked to ensure that it continued to meet the overall goal of developing a community of leaders with an enhanced understanding of DEI.

This further resulted in the successful completion of all seven grassroots projects with the community partners, under the guidance of the mentors. It was a huge sense of accomplishment for the ambassadors, mentors, and the program staff because they were able to adopt new ideas and overcome the barriers of unprecedented challenges.



Group activity - Roots and Routes

Community Leadership Program 2.0



Virtual celebration of projects completion.

Building a virtual network and reaching a larger group of the targeted audience was an unexpected and unintended outcome. Gaining new friends and a deep sense of accomplishment, Ambassador Rocio Valenzuela says, "Our journey does not stop here, it just begins with more opportunities to make a difference in our personal lives, work, and relationships and to collaborate to build Equity and Inclusion."

Conclusion

Learning about Learning Disabilities Together

Learning disabilities (LD) are disorders that interfere with the learning and use of oral language (e.g., listening, speaking, understanding, reading, writing, and math).

Common Myths about Learning Disabilities

- "They're smart, they'll just grow out of it."
- "All learning disabilities are the same."
- "They will be treated differently than other kids."
- "Learning disabilities are complicated. They vary from person to person."
- "Treatment is available to children with LD to work to their full potential alongside their peers for academic and personal success."

Resources and Supports

- Learning Disabilities Association of Peel Region
- School Supports (including Guidance Counsellor)
- Pediatric Centre
- Family Doctor/Pediatrician

Did You Know...

Seva Food Bank offers **culturally appropriate** food to the families we serve.

Sex Trafficking in Four Steps

1. Recruitment
2. Transportation/Isolation
3. Exercising Control, Direction or Influence
4. Exploitation

This is what the process usually involves. Let's look into each of these steps further...

ART VOICE CALL FOR SUBMISSIONS

Art Voice is creating spaces to share community voices!

- We are looking for new or emerging local youth artists for a showcase event in August 2020.
- Are you an artist in Peel (Brampton, Mississauga, Caledon)?
- Between the ages of 14-27?
- Looking for a platform to showcase your talent with the community?
- Submit an application today! www.artvoicepeel.ca/submit
- PEEL ARTISTS ARE INVITED TO EXPLORE THE FOLLOWING:
- Any form of art or creative expression will be considered such as painting, drawing, photography, music, dance, spoken word, poetry, etc.
- Deadline for application: June 30, 2020

Art Voice strives to create an inclusive community and family-friendly space. We ask artist applicants to keep this in mind when applying.

Art Voice strongly encourages applications from new, emerging youth artists in Peel regardless of their race, ethnicity, gender identity, gender expression, sexual orientation and/or background and/or gender.

Did You Know...

Seva Food Bank also accepts **personal hygiene items**.

Artifacts

BABY ITEMS DRIVE

Bloom Clinic

For new and expecting mothers of the Bloom Clinic

Most Needed Items: Diapers, Formula, Bottles

To make monetary donations: <http://bit.ly/BloomClinicDonation>
Please include *label/comment* with Blooming Babies Program!
Email bloomingbabies12@gmail.com to schedule a donation of items above.

Virtual Multicultural Picnic

Entertainment from around the world —

Tai -Chi Garba Dance Arabic Instrumental

BUILDING VIBRANT COMMUNITIES
EDUCATION - AWARENESS - EQUITY - DIVERSITY

Join us for an interactive presentation and discussion on the work that Peel Children's Aid does to ensure children, families and the diverse Peel community continues to thrive!

Date: August 6, 2020
Time: 7:00 – 8:30PM EST
Location: Zoom Webinar

Resources developed by CLP 2.0 project teams

Community Leadership Program 2.0

Project highlights: The CLP 2.0 project was able to facilitate the DEI leadership development of diverse ethnic community members by launching a 9-month program. It developed Awareness Raising, Leadership Activating, Community Building, Network Weaving, and Knowledge Sharing among the ambassadors and other program stakeholders. The teams of ambassadors actively and creatively delivered seven grassroots-level projects under the supervision of mentors from RDR community partners. Many DEI resources were developed by the ambassadors for use by anyone in the community with needs around the inclusion issues. The CLP 2.0 project sailed successfully through the uncertainties of the pandemic, highlighting increased understanding of challenges in engaging on DEI in the Peel Region.

New learning and ideas for the next cohort: The series of Community Leadership Programs is required for integrating the D&I Charter of Peel in all aspects of the community. Providing a community to its diverse members and working collaboratively will effectively strengthen the leadership capacity of all involved and will increase the understanding of DEI issues. Providing tools for leading DEI work is an ongoing need and needs a concerted effort. Working with diverse community members is complex, therefore it is essential to devote more time to team building and understanding how every individual possesses some privileges. These privileges can arise from class, citizenship, education, race, language, ability, age and they can be used to advantage or disadvantage others in terms of identities. Also situations and context play a part in the use/abuse of privilege with the potential to either create a barrier to inclusion or be leveraged for social change. CLP 2.0 created the path for positive change.

Appendix

Testimonials on RDR YouTube Channel

Mentors

Ana Kovacevic

Emmanual Ensaah

Jagdeep Kailey

Josie Premzell

Maria Reolin

Marianthi Karras

CLP 2.0 Program Participants

Ambassadors

RDR Staff

Varsha Naik

Frishta Bastan

Rushaan Rashid

Sonika Sharma

Taranum Khan

Thank You

Keep In Touch With Us
<https://www.rdrpeel.org/>



Sonika Sharma
DI Charter Project Lead



Frishta Bastan
DI Charter Project Coordinator



Rushaan Rashid
RDR Intern



Taranum Khan
RDR Coordinator



Varsha Naik
Executive Director

THE REGIONAL DIVERSITY ROUNDTABLE RDR



COMMUNITY LEADERSHIP PROGRAM CLP 2.0

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