



AGM & CONFERENCE

**CENTERING DIVERSITY FOR WORKPLACE EQUITY:
INCLUSION A KEY TO RESILIENT SYSTEMS**

Wednesday, June 16, 2021

The Regional Diversity Roundtable



The Regional Diversity Roundtable

RDR MISSION

The Regional Diversity Roundtable is committed to being a leader in supporting organizations and institutions to be diverse and equitable in order to provide services that are fair, inclusive and culturally appropriate.

RDR VISION

To promote respect and equity within organizations and institutions for an inclusive and harmonious community.

RDR VALUES

DIVERSITY

EQUITY

INCLUSION

RESPECT

SOCIAL JUSTICE

OUR WORK

We encourage stakeholders to recognize, respect and embrace each individual's diversity and believe that by working together we can move from the acknowledgment of diversity to the institutionalization of diversity in our respective core values, structures, workforce, procedures and guidelines enabling an environment that is supportive, accessible, and equitable in its practices.



The Regional Diversity Roundtable

AGM PROGRAM

June 16, 2021 (9th annual general meeting)

Virtually via Zoom

- 9:00 am** **Welcome, Call to Order, Introductions**
Varsha Naik, Executive Director
- 9:05 am** **Approval of Agenda & June 2020 Minutes**
Sarala Uttangi, Secretary
- 9:10 am** **Board Chair Report**
Varthan Arulsundaram, Board Chair
- 9:20 am** **Financial Report**
Michelle Yu, Treasurer
Pardeep Gill, Gill & Co. Chartered Accountants
- 9:30 am** **Executive Director's Report**
Varsha Naik, Executive Director
- 9:40 am** **Board Slate/Elections**
Sarala Uttangi, Secretary
- 9:45 am** **Member share, Q & A and wrap-up**
- 9:55 am** **Adjourn**



The Regional Diversity Roundtable

BOARD CHAIR'S REPORT

It is with great pleasure that I present the ninth annual Chair's Report of the Regional Diversity Roundtable.

At the time of our last AGM, the COVID-19 pandemic was in full swing. In response to the pandemic, the RDR temporarily closed its office and staff began working remotely. While I was hopeful that we would have been back to normal by September 2020, that clearly did not happen. All of the challenges we faced at the last AGM continued through the intervening months. The challenges that the pandemic caused included how to maintain our fee-for-service revenue stream and how to meet project deliverables between the government-mandated shutdown and physical distancing protocols. The RDR met these challenges head-on and will keep adapting as the landscape continues to change and evolve. Even as things begin to return to normal, the pandemic has permanently changed the way the RDR will have to provide its service.

This past year also highlighted the continued importance of diversity, equity and inclusion as recent tragedies highlighted the importance of combating anti-black racism. RDR responded to the issue with a strong position of support, a call to action, and also engaged in awareness building, learning events to name a few initiatives.

This year also saw continued strong Board governance. The Board too adapted to the COVID pandemic and where all meetings were held remotely. As the year has moved on, we are seeing a change in the composition of the Board. Moushumi Chakrabarty and Gursharan Virdee are no longer on the board. I too will be stepping down from the Board. We have found a capable replacement in Stacy Beach to take over as Chair, and a new Board member in Anqi Shen. RDR remains in good hands.

RDR's commitment to Diversity, Equity, and Inclusions remains strong as we support members, the community and stakeholders with training, by raising awareness, integrating new members, and highlighting key inequity issues as we observe them.

The Board thanks the Staff for all their hard work this past year, and are eager to see what the coming year has in store.

Sincerely,

Varthan Arulsundaram
Chair, Board of Directors
Staff Lawyer, Mississauga Community Legal Services



The Regional Diversity Roundtable

2020 – 2021 FINANCIAL REPORT

For the 2020-2021 fiscal period, the Regional Diversity Roundtable (RDR) operated from a number of regional and provincial grants.

As the COVID-19 situation evolves, the Board continues to monitor the global pandemic impact on the Canadian non-profit sector. In light of the challenges arising from uncertainty, RDR demonstrates strong resiliency in leveraging available funding and fee-for-service opportunities to support operational and strategic goals.

The two-year Core Grant funded by the Region of Peel for the period of January 2020 to December 2021 continues to support current RDR activities and operations. On December 2020, the Region of Peel also approved the Small Capital and Capacity Building Grants for the organization. Small Capital Grant covers core operating and small capital expenses. Capacity Building Grant focuses on strengthening RDR's internal structures and ability to address Diversity, Equity and Inclusion (DEI) issues.

The two-year Ontario Trillium Foundation (OTF) Grow Grant in place from January 2019 to December 2020 continued to support RDR's feature Community Leadership Program (CLP 2.0). RDR saw the successful completion of the CLP 2.0 project in December 2020.

On January 1, 2020, RDR was approved for the Community Investment Program Fund supporting partial core operations. The Grant is in place from January 1, 2020 to December 31, 2021.

RDR received Innoweave Social Innovation Implementation Coaching Support in the amount of \$10,500 for coaching support in January 2021 to examine the viability of operating a social enterprise for its fee for service work. The funding fully goes to support the coach. This initiative will end in November 2021.

RDR also generated unrestricted revenue through its membership renewals, fees-for-services efforts such as the annual conference and DEI capacity building training sessions for our members and community stakeholders. The unrestricted revenue aids RDR in maintaining core DEI services for member organizations and addressing organizational funding gaps.

Pardeep Gill from Gill & Co. Chartered Accountants will present our 2019-2020 audited financial statements. Please refer to our 2020 audited statements summarizing the organization's financial position. A copy has been provided in your AGM/conference package.

A handwritten signature in black ink that reads "Michelle Yu". The signature is written in a cursive, flowing style.

Michelle Yu, CPA, Treasurer



The Regional Diversity Roundtable

2019 – 2020 FINANCIAL REPORT

The Regional Diversity Roundtable Statement of Financial Position

As At March 31, 2020

	2020	2019
ASSETS		
CURRENT		
Cash	\$ 396,641	\$ 388,704
Savings Account	1,000	1,000
Accounts Receivable	5,543	70,639
Prepaid Expenses	-	-
TOTAL CURRENT ASSETS	\$ 403,184	\$ 460,342
LIABILITIES		
CURRENT		
Accounts Payable and Accrued Liabilities	\$ 8,141	\$ 19,091
Deferred Revenue	227,411	313,625
Taxes payable	13,778	-
TOTAL CURRENT LIABILITIES	249,329	332,717
NET ASSETS		
Restricted Funds [Note 2(g)(j)]	176,739	319,440
Unrestricted Funds [Note 2(g)(j)]	(22,885)	(191,815)
	153,855	127,625
TOTAL CURRENT LIABILITIES & NET ASSETS	\$ 403,184	\$ 460,342

APPROVED BY THE BOARD:

Michelle Gu Director

Varthan Arulundaram Director

Varsha Naik
Executive Director

The accompanying notes are an integral part of these financial statements.



The Regional Diversity Roundtable

The Regional Diversity Roundtable Statement of Operations For the year ended March 31, 2020

	2020	2019
REVENUE & GRANTS [Notes 2(b) & 2(h)]		
Conference Fees	\$ 3,050	\$ 3,125
Interest	3,456	2,421
Membership Fees	3,078	2,000
Ministry of Citizenship and Immigration Grant	-	33,830
Ontario Trillium Foundation Grant [Note 4]	-	59,534
Ontario Trillium Foundation CLP Grant [Note 4]	225,023	34,685
Other Revenue	13,747	10,673
Region of Peel Sustainability Grant [Note 4]	95,582	121,231
Training and Workshops	5,000	-
TOTAL REVENUE & GRANTS	348,936	267,498
EXPENSES		
Advertising and promotions	1,130	384
Annual Conference Cost	760	834
Business fees & Licenses	184	664
Consulting Services	7,519	1,200
Courier and postage	58	52
D&I Charter and Events	100	18,532
Evaluation	11,038	12,880
Insurance	1,740	2,339
Interest & bank charges	542	478
Meals & Speakers	3,431	540
Membership Related Expenses	360	-
Miscellaneous	128	-
Office supplies	3,313	375
Professional Fees	4,424	6,627
Rental	19,271	16,458
Rent Spaces for Events	2,837	5,457
Repairs and Maintenance	41	-
Salaries & Benefits	249,995	178,402
Telephone	246	604
Program	8,083	-
Building Leaders Project	-	4,246
Marketing - Outreach	3,679	7,723
Travel	2,995	1,295
Gift Cards	275	-
Staff Training and Development	558	574
TOTAL EXPENSES	322,706	259,662
EXCESS OF REVENUE OVER EXPENSES	\$ 26,230	\$ 7,837

The accompanying notes are an integral part of these financial statements.

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The Regional Diversity Roundtable Statement of Changes in Net Assets For the year ended March 31, 2020

	Unrestricted	Restricted	2020	2019
Net Assets - beginning of year	\$ (191,815)	\$ 319,440	\$ 127,625	\$ 119,789
Excess of revenue over expenses	26,230	-	26,230	7,837
Net change in restricted funds	142,700	(142,700)	-	-
NET ASSETS - end of year	\$ (22,885)	\$ 176,739	\$ 153,855	\$ 127,625

The accompanying notes are an integral part of these financial statements.



The Regional Diversity Roundtable

EXECUTIVE DIRECTOR'S REPORT

RDR 2019 – 2020 AGM

The Regional Diversity Roundtable (RDR) presently has 50+ member organizations and 90+ representatives at its table. While these numbers are similar to last year's, we need to highlight that the year did leave its mark on our membership too. A few past members have folded, closed doors and a few new ones have emerged and joined our community. The past year has underscored the need for anti-hate, anti-racism, anti-oppression and systems change work that RDR has been advocating for and engaged in for the past nine years as an entity and much longer as a roundtable. Our communities are hurting and we know it! Time is now to acknowledge and showcase actionable inclusion of Indigenous populations, diverse and differently-abled, marginalized and vulnerable individuals integral for the progression and betterment of the Peel Region, Ontario, Canada and the world. Post Covid19 life and work has proven that no one is outside the fold anymore; what impacts one directly or indirectly impacts all. We must come together to build cohesion and understanding that our human services sector, and the world can no longer carry the burden of exclusion.

The 2020-21 fiscal year continued to unfold significant challenges brought on by the pandemic and the not-for-profit sector has not remained untouched. The apathy of the situation lies in the fact that the front-line and many services sectors that are expected to support the marginalized communities are struggling for resources and funds to stay afloat. With precarious funding, employment, and sustainability always in question, many hard choices are being made between continuing to offer meaningful work or that of remaining afloat. RDR hasn't remained untouched by these significant issues, especially as the need for this work closely ties into its mandate of undertaking work immersed in anti-racism, anti-oppression, diversity, equity and inclusion (ARAO - DEI). We saw a 50% reduction in our staff this past year.

Our communities continue to witness systemic discrimination and racial violence yet tokenistic approaches, band-aid solutions and empty rhetoric remain the norm. Its direct result shows in issues continuing to plague our communities causing overt harm. The one size fits all services and supports are not acceptable anymore, we are asking for time-targeted, actionable, and measurable concrete steps to be instituted to bring desired results.



The Regional Diversity Roundtable

Advocacy and Knowledge Source for Systemic Change

RDR has been leading with voicing concerns, offering guidance, and sharing knowledge on ARAO-DEI through the identification of needs of the resident population, dialogue with service providers to weed out gaps, and barriers experienced by vulnerable and marginalized sections of the community. The past year RDR has been active through contributing a Keynote to conferences like Hate In The Hammer, panel presentation at Canadian Evaluation Society's Ontario Chapter conference, as well as leading at multiple network tables such as Anti-Black Community Action Table, Community Safety and wellbeing (CSWB) Plan for Peel, Systemic Discrimination and Anti-Racism Working Table, CSWB Governance and Operations Table, Interfaith Council of Peel, Community Response Table for covid-19, Peel Newcomer Strategy Group, Peel Poverty Reduction Strategy (PPRS), Peel Committee Against Women Abuse, PPRS System Integration Workgroup, Peel Regional Police's Human Rights Advisory Committee, Peel Seniors Table, Anti-Black Racism Education and Health Collectives, the RDR Members Network and more.

Systemic change and impact are being initiated through RDR's open-source resources and unique need-based capacity-building sessions tailored to deliver on the ask of the respective audiences such as non-profit, public, and private sectors including a multitude of local and provincial bodies and organizations. RDR has been offering consultations, orientation sessions, training, and audits to further the organizational skills and capacity towards the application of ARAO-DEI policies and practices in Peel and beyond. To name a few organizations that we supported with the incorporation of ARAO-DEI at their workplaces in Peel are: Mississauga Food Bank, Abilities to Work, Wise Elephant Health Team, Heart House Hospice, Caledon Library, Peel Seniors Link and Peel Newcomer Strategy Group. Across the Province and Canada, the list is long.

Core ARAO-DEI Facilitation

RDR hosts monthly meetings for its member organizations and offers a Learning Component each month to enhance ARAO-DEI knowledge and application. The attending representatives take back the learning to share with respective organizational teams to create a ripple effect for knowledge dissemination into a cross-section of institutions and organizations. These meetings have seen a steady engagement with more than 50% of our organizations regularly participating. This is followed by a newsletter each month to more than 800 subscribers. A relevant Thought



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Piece addressing the current hot, or issue-based topic is shared along with additional resources and articles supplementing growth.

RDR developed, and implemented the Community Leadership Program (CLP) under the Diversity and Inclusion Charter initiative. Newcomer groups, employment support bodies, mental health support providers as well as public services offering institutes like libraries, police, fire services, government and marginalized groups like indigenous, Black, LGBTQ2S+, racialized populations were engaged to champion DEI work. The CLP program was conceptualized and delivered in two phases. CLP 2.0 running from January 2019 to December 2020 centered on building a cohesive community in Peel, challenging bias and prejudice, promoting inclusion and leveraging the strength of our diverse communities. The program focused on 12 cultural communities and in spite of the pandemic, and changed program format, had 22 diverse and ARAO-DEI committed residents successfully complete the program. CLP 2.0 had 7 RDR members collaborate and mentor the program participants through a variety of community projects that applied ARAO-DEI learning into actions to advance inclusion through RDR's Theory of Change centered on five objectives – awareness-raising, leadership activating, community building, network weaving, and knowledge sharing. Each project addressed a unique equity issue, and need in the community. These were:

- Demystifying learning disabilities from a diversity-centered approach (with Learning Disabilities Association of Peel Region)
- Using drama and technology to share preventive knowledge about violence (with Roots Community Services)
- Showcasing diverse young talents in the arts and culture (with Peel Art Gallery, Museum and Archives)
- Dispelling child welfare myths and promoting effective parenting (with Peel Children's Aid Society)
- Celebrating cultural exchange and the 'diversities' of newcomers (with Peel Multicultural Council)
- Building up a new resource for low-income families (with Bloom clinic at Wellfort Community Health Center)
- Increasing food security for a growing diverse clientele (with SEVA food bank)

Finally, the need for institutionalizing ARAO - DEI has gained warranted attention with multiple incidents that shook everyone to the core over the course of this year. Based on heightened consciousness, RDR received a considerable number of requests from diverse organizations for training, policy development and DEI audit. However, with a small team to manage the breadth of work, hard choices had to be made to undertake select work to support and create the needed



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impact. RDR provided services to and collaborated with organizations, network tables, academics, civic sector groups, indigenous peoples, issue activists, thought leaders and diverse residents to advance equity and commitment to inclusion.

Outreach and promotion

RDR has been effectively engaging in creating, and sharing impactful ARAO-DEI focused content to strengthen the communities navigating systemic barriers. Given hate and race-related incidents that have come to hold the attention of all during the changed online work environment, RDR has been utilizing social media to engage, and make concentrated efforts to raise awareness. Influence is being generated through meaningful posts to build awareness about social justice issues, commemorate important events, develop and share resources, deliver a webinar series “Leading with equity and Inclusion”, and internally through the use of an intranet portal to disseminate targeted learning for members.

This year RDR has taken on three committed summer students who have been instrumental in assisting with the various ARAO-DEI activities, and initiatives. RDR’s hope with each is that they carry the learning and passion for community building through inclusive action in their future endeavours. Their developed products have a mark also on this AGM and Conference. Through the visual promotions you have seen in the past weeks, and the resource tip sheet you will receive as a conference attendee.

Sustainability

RDR strongly believes in evidence-informed practice and remains relevant to keep pace with changing times. In aspiration to gain better sustainability, various funding bodies were identified and applicable proposals were submitted. RDR proactively developed innovative programs along with diversifying its ask for grants locally, provincially and federally. However, despite the relevance of the issues, quite a few submissions did not receive favourable results putting our organizational sustainability under threat as we are viewed not as a direct service provider. That hasn’t deterred the team and through concentrated efforts, breaks came in the form of two small but important funding grants from the Region of Peel under post-COVID Organizational Capacity Building and Sustenance. This is for internal organizational capacity building and resilience of the RDR Board and Staff. The other being an Innoweave grant to explore the potential for a Social Enterprise.



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While RDR continues to push the envelope, the issue of systemic inequities is not easy to undo and is experienced firsthand. The NFP sector, both client-facing and indirect support sector has been hit hard and is caught in a cycle of precarious funding challenges. RDR staff and Board continue to build on fundraising efforts and received a donation through Peel Elementary Teachers Local and Royal Bank of Canada, Brampton region along with a number of independent donors. I take this opportunity to thank each one for their support.

RDR is currently funded by The Region of Peel's CORE fund that supports the foundational initiatives of the organization. We also had the Ontario Trillium Foundation's GROW grant that supported our CLP 2.0 initiative. These local and provincial funding partners are greatly valued and thanked for their ongoing support of ARAO - DEI initiatives and RDR as a service provider. With a very small but dynamic core team of three, we are doing all it takes to make a substantial difference. That said, grants being time-limited, puts RDR's operational efficacy into question.

RDR's strong, diverse, and skilled Board along with highly committed, competent, and motivated staff are fully supported by our member organizations and representatives. These are the pillars that allow us to keep building and growing ARAO-DEI in Peel Region.

Call to Action

The impacts of COVID19 and provincially mandated changes have left their mark and the coming year will bring additional changes and new ways of being and serving, with many unknown challenges. However, the issue of equity and inclusion remains a huge need not only in Peel but all communities. I end this report with an ask of each reader to work collaboratively and individually to increase efforts, challenge discrimination, bias, injustice, and move the needle on ensuring open, accepting and inclusive institutions, organizations and communities. RDR will do its part in building resilient systems and community as it remains committed to an anti-oppressive, anti-racist framework to center diversity, equity and inclusion. Stay well all, and re-energize through the summer!

Sincerely,

Varsha Naik
Executive Director



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RDR BOARD SLATE

2020 - 21

Varthan Arulsundaram, Chair

Sarala Uttangi, Secretary

Michelle Yu, Treasurer

Antonette Campbell, Board Member

Anqi Sheen, Board Member

Kashif Marvi, Board Member

Michelle Bilek, Board Member

Michelle Yu, Board Member

Neelam Advani, Board Member

Stacey Beach, Board Member

Varsha Naik, ED/Past Chair

Board Member changes during the fiscal year:

1. Moushumi Chakrabarty, Board Member (January 2021)
2. Gursharan Virdee, Board Member (May 2020)



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RDR CONFERENCE PROGRAM

9:00am - 09:55am RDR 9th Annual General Meeting

Conference Centering Diversity for Workplace Equity: Inclusion a Key to Resilient Systems

10:00 am - 10:15 am RDR Executive Director Welcome

10:15am - 10:30am Indigenous Opening: Jim Doxtdator, Acc.Fm, CP Med OAFM

10:30am - 11:45pm Keynote
Sylvia Cheuy
■ ***Mobilizing to Build Community Resilience***

11:45pm - 12:00pm Participant Engagement

12:00pm to 12:30pm **Lunch Break**

12:30pm - 01:30pm Capacity Building Sessions
Jessica Ketwaroo-Green
■ ***'Implementing systems change work every day: a roadmap to an anti-racist future'***

01:30pm - 1:45pm Q & A - Participant Observations

1:45pm - 2:00pm Networking & Short Break

02:00pm - 3:00pm Capacity Building Session:
Baldev Mutta
■ ***Envisioning inclusion through the application of Anti Racism - Anti Oppression framework***

3:00pm - 3:15pm Shares & Feedback

3:20pm - 3:30pm Closing Remarks & Thanks



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INDIGENOUS OPENING

Our Minds Are One



Jim Doxtator, Acc.Fm, CP Med OAFM

Jim Doxtator, Wolf Clan, Cayuga Nation Haudenosaunee Six Nations is a family mediator, child protection mediator, restorative practitioner, farmer and Reiki practitioner. He follows his original instruction given to him by his creator to be a Peace Builder and a Farmer. He will bring the Haudenosaunee thanksgiving address to start the day so that our minds become one.

LinkedIn: [Jim Doxtator AccFM CPMed OAFM - Mediator - Peace Builder Mediation](#)

Peace Builder Mediation: Peacebuildermediation@gmail.com

Peace Builder Reiki: Peacebuilderreiki@gmail.com



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KEYNOTE

Mobilizing to Build Community Resilience



Sylvia Cheuy

Sylvia is a Consulting Director of Collective Impact at Tamarack Institute's Learning Centre. She is passionate about community change and what becomes possible when residents and various sector leaders share a common vision for their future and a shared commitment to work together to make that vision a reality. Sylvia completed her graduate diploma in Social Innovation at the University of Waterloo in 2013 where she explored opportunities to reimagine regional food systems. Sylvia has lived in Peel Region for close to 20 years and is proud to consider it home.

Twitter: @SylviaCheuy @Tamarack_inst

LinkedIn: [linkedin.com/in/sylvia-cheuy-2145b42a](https://www.linkedin.com/in/sylvia-cheuy-2145b42a)

[Employees at Tamarack Institute for Community Engagement](#)



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CAPACITY BUILDING SESSIONS

'Implementing systems change work every day: a roadmap to an anti-racist future'



Jessica Ketwaroo-Green

Jessica holds a Bachelor of Arts in Politics and Governance from Ryerson University focused on social justice, gender equity and policy studies. Throughout her professional career, Jessica has worked primarily in the non-profit sector coordinating programs, on a personal mission to advance the social, political and economic position of women and gender diverse peoples in Canada. Jessica works as a principal consultant supporting private and private profit organizations and the public sector to strengthen individual and organizational capacity to address racism and gender inequity. Jessica is the director of advocacy and public policy with the Canadian Women's Chamber of Commerce.

Twitter & Instagram: @jessieket

LinkedIn: <https://www.linkedin.com/in/jessicaketwaroo>



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Envisioning inclusion through the application of Anti Racism - Anti Oppression framework



Baldev Mutta

Baldev has been in the field of social work for the last 45+ years. He is the Founder and Chief Executive Officer of the Punjabi Community Health Services (PCHS). He has worked for the last 28 years developing an integrated holistic model to address substance abuse, mental health and family violence in the South Asian community. Baldev is also the former Community Development Officer at Peel Health where he served for almost 18 years. He has received many community awards for his work on equity, community development, diversity management, and organizational change. Baldev brings with him an experience of anti-racism anti-oppression work both in an institution as well as in a mid-size not-for-profit agency. In his spare time, he loves to play with his three grandchildren and resides in Brampton.

Twitter: [@baldevmutta](https://twitter.com/baldevmutta)

LinkedIn: <https://www.linkedin.com/in/baldevmutta/>



The Regional Diversity Roundtable

Keep in touch!

RDR is incredibly busy all year round with putting together resources, events and workshops. Be sure to stay connected by subscribing to RDR's monthly newsletter.

RDR Monthly Newsletter

Join us on the journey of institutionalizing #ARAO - #DEI and keep up with the most relevant topics by following #RDRPeel #HowToDEI

Stay connected on Social Media



#HowToDEI #RDRPeel

THANK YOU