



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, respectful and culturally competent.

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

Values: Diversity, Equity, Inclusion, Respect, Social Justice

Membership Criteria:

The Regional Diversity Roundtable Membership is organizational and is comprised of representatives who have one or more of the following responsibilities:

- (1) as part of their organizational portfolio, a 'Diversity' initiative or program,
- (2) are directly involved in a currently existing diversity initiative within their organizations/institutions
- (3) and/or are interested in introducing a diversity initiative in their work place.

The following criteria is applied to organizations:

- Members must be from the not-for-profit human service or the public sector
- Members must be committed to the vision, values and mission of the RDR
- Members must deliver programs and services in the Region of Peel or be geographically located in the Region of Peel (Brampton, Caledon, Mississauga)
- Members must strive to build a community of trust that maintains the values of inclusiveness

Membership Benefits:

As an RDR member you are entitled to:

- Nominate a maximum of two members; which includes one vote and one membership fee with the member organization defining the voting member
- Vote at the RDR Annual General Meeting and monthly meetings
- Access RDR resources and participate in professional development events at a reduced cost
- Take part in a variety of professional learning opportunities during RDR monthly meetings
- Receive organizational support for building inclusion and equity competence
- Participate in innovative equity and inclusion projects and initiatives in the community

Membership Expectations:

RDR expects its members to foster a community of trust that maintains the values of inclusiveness:

- Members are expected to maintain an atmosphere of respectful discussion and professionalism with active participation
- Members are accountable to the values and vision of the RDR in addition to their organizations/institutions
- Members are expected to contribute their expertise and individual experiences actively to further the goals of RDR
- Members are responsible for bringing forward issues and information regarding access and diversity to RDR
- Members are expected to respect the confidentiality of all matters brought to the RDR
- Members shall declare any situation that is or has the potential to be a conflict of interest



Committees/Task Forces/Volunteer positions:

Members are encouraged to participate on working groups and/or adhoc committees. Membership to these groups and committees is subject to their terms of reference.

Membership Term:

The membership term for RDR is January to December. Each member organization must renew their membership within the first two months of the year in order to remain in good standing with RDR.

RDR Annual Membership Renewal:

To renew membership, the application form must be completed and the payment received by the end of February each year. At the time of renewing membership the senior decision maker of the organization must endorse each organizational representative.

The RDR Annual Membership Application demonstrates an organization's commitment to RDR. Thus, if the organizational representative to RDR is no longer able to represent their organization at the Roundtable, the organization still remains committed to the mission, vision and values of RDR and is required to replace their representation to the Roundtable.

Change / Termination of Membership

Membership to the RDR can be terminated in two ways:

1. By the Member Organization
2. By the Board of Directors of the RDR

Termination by the Member Organization

If a member organization wishes to change or terminate its membership, the organization is required to send a letter to the RDR Chair/Co-Chairs outlining the reasons for, and effective date of the termination.

Termination by the Board of Directors of The Regional Diversity Roundtable

If a member organization fails to abide by the Mission, Vision and Values as outlined in the Annual Membership Application Form and the responsibilities outlined in the Policy and Operations Manual.

The organization's membership may be terminated by the RDR Board of Directors, after member discussion and input. The decision will be conveyed in writing to the senior decision maker of the organization outlining the reason/s for and effective date of termination.

The Board of Directors will, however, inform the individual of the concern raised and the RDR resolution process to allow the individual an opportunity to respond. The concern and resolution process will be completed in a timely manner that respects all involved.



DEI ORGANIZATIONAL PROFILE

If this information is the same as the previous year, you do not have to complete it.

1. In which area do you provide services?

Please select all that apply

Caledon Brampton Mississauga

2. What type of organization are you?

Please select all that apply

Culture and Recreation Education & Research Public Service

Law, Advocacy & Politics Social Health Services

Development and Housing Environment Religious

Other: _____

3. What clientele do you serve?

Please select all that apply

Ethnic Communities Marginalized Communities Newcomers

People with Disabilities Aboriginal Communities Families

Seniors Youth LGBTQQ2SI

Males Women Children

Other: _____



We serve approximately clients a year:

3. Please indicate the number of people at each level in your organization.

Board Members: Management:

Staff: Volunteers:

4. How is Diversity, Equity & Inclusion (DEI) addressed in your organization?

Please select all that apply

Committee Designated Representative Working Group Program

Hired Specialist We have a separate DEI Strategy/Policy

Department DEI is embedded in our Strategic Plan

Other: _____

5. Has your organization endorsed the Diversity & Inclusion Charter of Peel?

Yes: No:

Because: _____

6. Name your current DEI projects and initiatives:

Internal to your organization:

External to your organization:

7. Do you receive any funding for DEI related work?

If yes, please explain:



Please select the applicable membership fee:

Membership year is January to December.

- Annual Fee \$25 (for organizations with operating budget of \$150,000.00 or less)
 Annual Fee \$50 (for organizations with operating budget of more than \$150,000.00)

RDR AGM/Conference Ticket(s) for \$75 each June 2022

(Optional and No Limit)

- Number of Tickets:
Organization Name:
Organizational Head:

Address:

E-mail:

Telephone:

Designated Representative:

Title:

Address:

E-mail:

Telephone:

Conflict of Interest Declaration:

I declare that there is not a situation that is or has the potential to be a conflict of interest, specifically where there is a potential to receive a direct or indirect personal and/or organizational gain, benefit, advantage or privilege as a result of an action by the RDR. I will inform the RDR immediately if any such conflict should arise.

Support for the RDR's Mission, Vision and Values:

I declare that my organization has always supported, and will continue to support The Regional Diversity Roundtable and its Mission, Vision and Values. I will disclose any issues that I have experienced and/or raised with/about The Regional Diversity Roundtable.

I understand that failure to abide by The Regional Diversity Roundtable's membership responsibilities and expectations may result in termination of my organization's membership.

Organizational Head
(print name)

Designated Representative
(print name)

Signature

Date

Payment Options:

Dues can be sent via **e-transfer to chair@regionaldiversityroundtable.org**

Or

Cheque payable to **The Regional Diversity Roundtable** could be mailed to our office,
28 Village Centre Pl, Suite 107 Mississauga ON L4Z 1V9.

Or

Pay via **PayPal (with additional 3% admin fee on the total)** through the donate tab on **RDR's website**