



AGM & CONFERENCE

**CENTERING DIVERSITY FOR WORKPLACE EQUITY:
IMAGINING COLLECTIVE FUTURES**

Wednesday, June 15, 2022

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.



AGM PROGRAM

June 15, 2022 (10th 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 2021 Minutes**
Sarala Uttangi, Secretary
- 9:10 am** **Board Chair Report**
Stacy Beach, Board Chair
- 9:20 am** **Financial Report**
Michelle Yu, Treasurer
Pardeep Gill, Gill & Co. Chartered Accountants Rakesh
Majithia CPA Professional Corporation
- 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**



BOARD CHAIR REPORT 2022

My name is Stacy Beach and I'm the board chair for RDR, I took on the role in September 2021, I have the privilege of presenting the 10th annual Chair's Report of the Regional Diversity Roundtable.

The past year was another challenging year for RDR, our members, and the community as the pandemic continued to put a strain on all aspects of life. In spite of these challenges, RDR continued to focus on its strategic imperatives to build DEI capabilities and support organizations and communities achieve their goals by integrating diversity, equity and inclusion in everything they do.

In 2021 RDR and its board spent a lot of time stabilizing its funding model. It was a challenging year as the pandemic continued to impact government funding policy, and restrictions impacted fee for service programs. I'm pleased to share that RDR was able to secure a number of grants and with the easing of restrictions, the fee for service revenue is starting to recover. As we look to 2022 and beyond the funding model will continue to be an area of focus as we work to strengthen RDR's financial position.

Even with the challenges that the pandemic presented, RDR had a very busy and impactful year delivering on its strategic goals and executing a number of exciting initiatives.

- RDR launched *Building Inclusive Practices and Developing Anti-Racist, Anti-Oppressive, Diversity, Equity and Inclusion Program*, a multi-year program which will develop competencies to support the Settlement sector
- Under the Community Safety and Wellbeing Plan and in partnership with the Region of Peel, RDR launched the *Disaggregated Workforce Assessment Tool* for individuals and organizations. The information gathered from this tool will enable a better understanding of equity and inclusion performance at an organizational and regional level
- RDR supported the Art Gallery of Mississauga and the Culinary Tourism Alliance with Diversity and Inclusion audits
- Caledon Library and Sheridan College engaged RDR to leverage RDR's deep DEI knowledge to assist them in building their respective DEI Capacity
- RDR continued to strengthen relationships with local groups, regional associations and members of government at all levels including the Assistant Deputy Minister of labour, training and skills to highlight DEI issues and provide capacity building guidance and mentorship.

This year also saw continued strong Board governance. To strengthen RDR's governance, we updated the HR policies to align with workplace changes ushered in due to the pandemic. I would like to acknowledge Antoinette Campbell for her leadership and guidance. We also revised the financial policies to align with industry changes, I would like to thank Michelle Yu for leading this work.



We did see some changes to board composition this year, Neelam Advani stepped down. We welcomed Sasi Gouravaram and Vrunda Bhatt to the board. Three other board members are stepping down this year and I would like to take a minute to thank each of them for their support, guidance and leadership to RDR.

- Michelle Bilek joined RDR in 2013. Over the past 9 years Michelle has been a passionate advocate for DEI. Her knowledge of the not-for-profit sector, Region of Peel and board governance has been tremendously helpful to the board over the years.
- Sarala Uttangi, has been part of RDR since the beginning, she joined the board in 2012 and has served as board secretary over the years. Sarala is also a very passionate advocate for DEI. Sarala's knowledge of RDR and its bylaws has helped us be a more effective board.
- Michelle Yu, joined the board in 2018 and took on the treasurer role in 2019. Michelle's deep knowledge of accounting practices and due diligence has helped to ensure that RDR has a solid financial footing and is adhering to the latest accounting practices.

Michelle Bilek, Sarala and Michelle Yu on behalf of the board I would like to personally thank you for your service to RDR, you have helped RDR evolve, grow, and positioned us for future growth. I would like to wish you good health and success in the future and please do continue to support RDR and stay in touch.

This past year continued to highlight the importance of diversity, equity and inclusion with the increase in Anti-Asian hate and the ongoing fight to combat racism and bigotry in all forms. RDR continues to have a strong voice as we support members, the community, and stakeholders to navigate and understand inequity issues and provide training and support through our capacity-building programs.

With the ongoing easing of restrictions and a shift to a new normal we are excited for what the future holds. DEI continues to be a focus and we are hopeful to take advantage of more opportunities to provide support and mentorship to the community and deliver more in-person capacity building programs.

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,

A handwritten signature in black ink, appearing to read "Stacy Beach". The signature is fluid and cursive, with a large, sweeping initial "S" and a long, horizontal tail.

Stacy Beach

Chair, Board of Directors



FINANCIAL REPORT 2021 – 2022

For the 2021-2022 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. RDR continues to demonstrate strong resiliency in leveraging available funding and fee-for-service opportunities to support operational and strategic goals.

RDR also received a 28-month grant from the Immigration, Refugees and Citizenship Canada (IIRC) to support program delivery, administrative and capital expenses pertaining to the Building Inclusive Practices and Developing Anti-Racist, Anti-Oppressive, Diversity, Equity, and Inclusion (ARAO-DEI) Program. This project aims to empower newcomers from marginalized communities to access effective services along with settlement sector service providers to better understand and advocate for needed change and to challenge systemic discrimination and inequities. The grant is currently in place from December 2021 to March 2024.

RDR saw the successful completion and closure of the 2-year Core Grant received from the Region of Peel for the period of January 2020 to December 2021. In the same fiscal year, the Region of Peel also approved the Core Grant to continue supporting RDR operations from January 2022 to December 2023.

Additionally, RDR saw the successful completion and closure of the Community Investment Program (CIP) 2020 Capacity Fund received from the Region of Peel for the period of December 2020 to November 2021. In the same fiscal year, the Region of Peel approved the CIP 2021 Capacity Fund for Unbudgeted Expenses and the CIP 2022 and Social Enterprise Capacity Fund. The Capacity Fund for Unbudgeted Expenses supports costs related to guest speakers and core operations incurred for the period of December 2021 to December 2022. The Social Enterprise Capacity Fund in place from April 2022 to November 2022 covers expenses associated with the development of RDR's business plan for operating a social enterprise.

RDR also generated unrestricted revenue through its membership renewals and 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 Rakesh Majithia CPA Professional Corporation will present our 2020-2021 audited financial statements. Please refer to our 2021 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
Statement of Financial Position
 As At March 31, 2021

	2021	2020
ASSETS		
CURRENT		
Cash	\$ 280,533	\$ 396,641
Savings Account	1,000	1,000
Accounts Receivable	<u>3,938</u>	<u>5,543</u>
TOTAL CURRENT ASSETS	<u>\$ 285,472</u>	<u>\$ 403,184</u>
LIABILITIES		
CURRENT		
Accounts Payable and Accrued Liabilities	\$ 3,857	\$ 8,141
Deferred Revenue	112,291	227,411
Taxes payable	<u>7,233</u>	<u>13,778</u>
TOTAL CURRENT LIABILITIES	123,382	249,329
NET ASSETS		
Restricted Funds [Note 2(g)(j)]	112,291	176,739
Unrestricted Funds [Note 2(g)(j)]	<u>49,800</u>	<u>(22,885)</u>
	162,091	153,855
TOTAL CURRENT LIABILITIES & NET ASSETS	<u>\$ 285,472</u>	<u>\$ 403,184</u>

APPROVED BY THE BOARD:

Director

Director



The Regional Diversity Roundtable
Statement of Operations
For the year ended March 31, 2021

	2021	2020
REVENUE & GRANTS [Notes 2(b) & 2(h)]		
Conference Fees	\$ -	\$ 3,050
Interest	1,554	3,456
Membership Fees	2,025	3,078
Region of Peel Core Fund [Note 4]	99,970	-
Region of Peel Covid-19 Emergency Response Fund [Note 4]	5,000	-
Region of Peel Small Capital Fund [Note 4]	1,660	-
Ontario Trillium Foundation CLP Grant [Note 4]	198,021	225,023
Other Revenue	53,481	13,747
Region of Peel Sustainability Grant [Note 4]	-	95,582
Training and Workshops	-	5,000
TOTAL REVENUE & GRANTS	361,710	348,936
EXPENSES		
Advertising and promotions	382	1,130
Annual Conference Cost	-	760
Business fees & Licenses	-	184
Consulting Services	-	7,519
Courier and postage	-	58
D&I Charter and Events	-	100
Evaluation	3,679	11,038
Insurance	2,381	1,740
Interest & bank charges	633	542
Meals & Speakers	619	3,431
Membership Related Expenses	-	360
Miscellaneous	10	128
Office supplies	745	3,313
Professional Fees	3,583	4,424
Rental	19,271	19,271
Rent Spaces for Events	-	2,837
Repairs and Maintenance	-	41
Salaries & Benefits	279,040	249,995
Telephone	316	246
Program	29,930	8,083
Marketing - Outreach	6,030	3,679
Travel	603	2,995
Gift Cards	-	275
Staff Training and Development	6,252	558
TOTAL EXPENSES	353,473	322,706
EXCESS OF REVENUE OVER EXPENSES	\$ 8,237	\$ 26,230

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



**The Regional Diversity Roundtable
Statement of Changes in Net Assets
For the year ended March 31, 2021**

	Unrestricted	Restricted	2021	2020
Net Assets - beginning of year	\$ (22,885)	\$ 176,739	\$ 153,855	\$ 127,625
Excess of revenue over expenses	8,237	-	8,237	26,230
Net change in restricted funds	64,448	(64,448)	-	-
NET ASSETS - end of year	\$ 49,800	\$ 112,291	\$ 162,091	\$ 153,855

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



**The Regional Diversity Roundtable
Statement of Cash Flows**

For the year ended March 31, 2021

	2021	2020
CASH FLOWS FROM OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 8,237	\$ 26,230
Changes in non-cash elements of working capital:		
Decrease/(increase) in accounts receivable	1,604	65,096
(Decrease)/Increase in accounts payable and accrued liabilities	(4,284)	(10,951)
(Decrease)/increase in deferred revenue	(115,119)	(86,215)
Increase/(decrease) in taxes payable	(6,546)	13,777
NET INCREASE IN CASH	(116,108)	7,937
CASH - beginning of year	397,641	389,704
CASH - end of year	\$ 281,533	\$ 397,641



EXECUTIVE DIRECTOR'S REPORT 2021 - 2022 AGM

The Regional Diversity Roundtable (RDR) marks its 10th year of operation and as we take a pause to reflect on the journey from the network in 2005 to a charitable entity in 2012, and an established organization in 2022, there are no doubts that clear footprints in the region and social service sector have been set for institutionalizing equity work, and yet, considering the environmental factors, the impacts of resulting turbulent times from the pandemic, overturned world and forever changed ways of interacting, working, serving, living and more needs to be prioritized. At RDR, we will not focus on the achievements of this report but raise the alert on the much-needed work and effort requiring ongoing and purposeful ARAO-DEI work in our community, the need for supporting funding investment, and responding to the emerging need with stronger collaborative and collective work.

It reminds us at RDR that our collective focus and the work on community cohesion, inclusion, anti-racism, and anti-discrimination, need to be centred, expanded, and embedded in institutions across sectors.

No sector, organization, community, or individual has been left unimpacted over the last couple of years. Changes in staffing, programs, resources, and capacity remain ongoing sector challenges. Our community has seen an upsurge in incidences of hate, racism, systemic oppression, and inequities compounded by dwindling and limited resources. The diverse groups and individuals in our community are having to negotiate complex situations while also handling loss, grief, trauma, and stability challenges resulting from precarious living, employment, health, and safety concerns. This rising tide has emphasized the need for responsive systems change work that RDR has advocated for, engaged in, and supported from the onset in the region. RDR today, unequivocally recommits to building inclusion, improving social outcomes, scaling up ARAO-DEI work, and co-creating a strengthened service sector that advances socially just supports in meeting the call of the hour with concerted action.

RDR continues to deliver on its anti-racist, anti-oppressive, diversity, equity, and inclusion (ARAO-DEI) mandate consistently and collaboratively with the 50+ member organizations and 95+ representatives in the Region of Peel. The 2021-22 fiscal year has brought changes in the member representations that mirror the "covid-change" phenomena. In the past year, the not-for-profit and service sectors have experienced the evolving challenges that began at the onset of the pandemic, which continue to deepen the divide and polarize the community. Peel Region, the province and the country can no longer remain bystanders in equity and inclusion efforts. Active participation and equitable contributions are the only choices.

A few of the RDR activities and initiatives that help us deliver on the mission and vision, build the members' network, and support creating a resilient region are:



Strengthening from inside-out:

RDR's belief and practice in demonstrated leadership translated first into a step being taken with the governing board and staff team. The group solidified the organization's multi-year strategic plan that identifies the pathways to achieving ARAO-DEI objectives. 2021-2026 plan with 6 priorities and staggered achievable and measurable indicators comprise of, and draw on, knowledge building and mobilization, management, policy influence and advocacy, diverse and competent workforce, and visibility of work backed with sound research that is complemented by a sustained organization. The Strategic Plan ensures RDR stays the course and reaches the goals.

The board refreshed existing policies and also developed new ones and instituted practices to enhance the functioning as well as support the wellbeing of all employed and involved with RDR. Diverse voices and lived experiences at all levels remain the core of the organization and efforts with results echo the same value.

Advocacy and Policy Influence:

This past year, RDR has actively led a number of community and regional networks that moved individuals, and organizations to work on dismantling systemic inequities. RDR co-leads the community collective work through the Anti-Black Racism and Systemic Discrimination Table with focused intervention priorities in the areas of policing, education, health, ARAO-DEI community of practice, and hate crimes advocacy work. That has generated a number of policy and practice changes in local cities, municipalities, and ministries. Another leading effort is through the Community Safety and Wellbeing Plan's Systemic Discrimination Action Table and Peel Police's Anti-Racism Advisory Committee. RDR further shaped and supported the framework for Community Response Table 2.0 that will continue to serve the diverse Peel community mid and post-pandemic to not just collaborate, but to weed out issues with responsive actions. RDR has supported equity-based planning and service delivery through the Peel Newcomer Strategy and The Refugee Resettlement Support Groups that center on the needs of the largest population demographic of Peel – immigrants and refugees from across the globe. The Interfaith Council of Peel has been the table through which RDR has challenged the religious inequities and hate incidences as a steering committee member. At the Peel Poverty Reduction Strategy Systems Roundtable the work has centred on reducing the inequities resulting from increasing poverty in the region and community. At the Peel Committee Against Woman Abuse's System Integration Working Group the addressed issue is intimate partner violence. Significant work is undertaken also through the RDR members monthly network meetings where all emerging and entrenched issues in inequality and bias are brought forth, challenged and addressed.

The capacity-building work through DI audits, coaching, consulting, training, policy development and more was offered to a number of regional, provincial and national organizations. To list a few for the report are Art Gallery of Mississauga, Arab Community Centre, Caledon Community Services, Culinary Tourism Alliance,



Pflag Canada, Peel Newcomer Strategy Group, Sheridan College, Retired Teachers of Ontario RTO-ERO, THRIVE, Canadian Evaluation Society, Toronto Chapter, Canadian Border Security Agency, and Ontario Chiropractic Association. Some reached out to explore collaboration and services such as Centretown Community Health Centre, Contact Hamilton, North Peel and Dufferin Community Legal Services Inc., NPower Canada, St. Leonard's Place and more. In short, the work is extensive and the need for ARAO-DEI supports is ever-increasing and huge.

Core Services and Programs:

RDR's strength and core is the membership and representatives who engage each month through network meetings as well as on specific events to participate in the learning, promoting, implementing and advancing the reach and build on the DI outcomes. The support allows RDR to execute the mandate and generate the lasting effects of inclusive change. RDR's monthly e-newsletter reaches more than 1000 individuals with a showcased issue and supporting information.

RDR builds on evidence-informed practice and research and to that strategic priority, we took on an exploration project through Innoweave's support to study the feasibility of a well-established fee-for-service structure at the organization. This involved reflective work with past and present clients, partners and members. It was rewarding to have our own sentiments echoed by all engaged that with innovation and a sound business plan, it is doable. RDR will work on these findings in the coming years.

RDR developed and currently is implementing the 28-month, Peel-based Building Inclusive Practices and Developing Anti-Racist, Anti-Oppressive, Diversity, Equity, and Inclusion (BIPD ARAO-DEI) Program funded by The Immigration, Refugees, and Citizenship Canada (IRCC) This program will further awareness about Diversity, Equity, and Inclusion by drawing upon the unique experiences of immigrants and the settlement service sector to research effective ways of combating the inequalities faced by newcomers, international students, and refugees within host communities. The RDR is developing a model for building the capacity of the Settlement Service providers and diverse employers so that they weave Anti-Racist, Anti-Oppressive Diversity, Equity and Inclusion competency into their service delivery and better serve diverse newcomers and immigrants to integrate successfully. The RDR is engaging in collaborative research, developing standards, tools, and resources that will support building inclusive practices at the frontlines, management, operations, and system levels of settlement and employment sectors.

BIPD ARAO-DEI program is rooted in collaboration and has many stakeholders and program activities. The program Advisory Committee includes over 20 community leaders, academics, employers, settlement service representatives, and immigrants. This Committee works closely with the RDR Team to build a supportive network to empower all involved and promote social justice. We also have a Team of McMaster Engineers who serve as our academic collaborators, building Co-Design and Prototyping Training, Web Applications, and our Learning Management System. Our Curriculum Designer and Developer, Jessiket, is designing online and blended training modules that will serve as a comprehensive program for developing ARAO-DEI capacity



amongst newcomers, immigrants, refugees, settlement service representatives, and employers.

The participants of this funding-supported training will gain a foundational understanding of ARAO-DEI practices and their application. The Evaluators from Harry Cummings and Associates Inc. have begun their developmental evaluation of the BIPD ARAO-DEI Program, working closely with the RDR Team, project stakeholders, and program participants to document learning and conduct the unbiased review. Our Marketing and Communication Consultants at EdKent Media are working collaboratively to co-design, develop, and apply brand marketing collaterals for the program in alignment with RDR's brand. They are producing communications, along with media and strategy outreach, to rationalize and harmonize RDR's and our Program's branding and communications vehicles and channels. BIPD ARAO-DEI Program has held a number of forums and more are on the way in the coming months to gather and build on the outcomes.

The RDR Team launched registration for the BIPD ARAO-DEI training program. This training will include Two Phases: Self-Guided, Self-Directed Learning beginning in Summer 2022 and Blended Online and In-Person Learning beginning in Winter 2023. We have approximately 30 participants registered with registration ongoing.

The RDR will continue to host a range of forums targeted to specific groups and issues to gather relevant data from newcomers, immigrants, international students, and refugees, as well as settlement service providers, employers, and human resource professionals. Our next forum will be the Settlement Service Forum, which will take place on July 13th from 2 pm to 4 pm. This Forum will gather settlement service representatives to discuss the gaps, needs, and concerns they have observed when helping newcomers, refugees, and immigrants settle in Canada. We would like to understand our participants' knowledge of ARAO-DEI and how they respond to ARAO-DEI challenges encountered during the settlement process.

This summer once again RDR has three amazing students, Jolly Noor, Hiba Syed and Youssef El-Sayes supporting the day-to-day operations. Each comes with a strong ARAO-DEI commitment and their employment is supported through the federal Summer Job fund. RDR's hope is to provide meaningful work experience, with opportunities in skill-building, and creating room for their contributions. The learning is happening both ways and our ask of them is to continue to insert equity and inclusion lens to all their future workplaces and carry the ARAO-DEI power forward.

Marketing, Outreach and Public Relations:

This fiscal year, RDR has afforded intense attention and application to the social media platforms for outreach and promotion of ARAO-DEI resources, tools and material. While covid closures were a factor, it was not the main thrust for this direction. RDR's capacity and small team prompted this route selection. The pursuit and results confirm that the strategy is working and communication reaching the diverse community.

RDR, along with a few community collaborators, and Region of Peel's Community Safety and Well-Being



(CSWB) Plan lead developed and launched Disaggregated Workforce Assessment Tool (DWAT) for all Peel organizations and its employees to use. This open-source tool ties into the need and overall aim of data-driven practice and programs that should guide the sector. It further lays the foundation for creating regional and organizational portraits that will identify gaps and strengths in workforce diversity so as to propel the scaffolding of DEI work in the region.

<https://www.rdrpeel.org/disaggregated-workforce-assessment-tool/>

Sustainability:

The non-profit sector is reeling from the changed priorities impacting funding shifts, and RDR is not immune to the effect either. We saw a drop in revenue, and loss of staff positions, caused by the delay in project funding decisions last year. It is in this fiscal year, that we are seeing some recovery. At RDR, we continue to do the needful in terms of bringing the issue to the attention of decision-makers, funders and politicians. We also continue to explore all the opportunities that align with organizational vision, mission and values.

RDR applied to and has received Ontario Trillium Foundation's Resilient Communities Fund that will support our **Aspiration to Action Fundraising Project**. Our project staff is on board and is crafting the financial and organizational sustainability outcomes. This project will be covered in our 2023 AGM.

For the 2021-22 year, RDR has been supported by:

- Region of Peel Core Fund
- Immigration Refugees and Citizenship Canada
- ROP – CSWB -SDAT Seed Fund year 1
- Innoweave
- Region of Peel Capacity Fund – Unbudgeted
- RDR generated Revenue (membership, fee for service, donations)
- Summer Job Program

RDR's sustainability is ensured by the strongest leaders of the organization. These are our diverse steadfast, unswerving, proficient, and engaged Board Members. Our passionate, knowledgeable, motivated, and creative staff who are supported by our member organizations and their representatives make the other key groups building on the longevity of the organization. The above groups keep the needle of inclusion moving both at RDR and in Peel.



Our Invitation:

Hybrid model of operation and new ways of being are here to stay and the “old” or “as was” are not returning in its known formats. With covid, we have all embraced the change, be it willingly or forcefully. Let us extend that adaptation and acceptance to changing the ground reality for the vulnerable, racialized, and marginalized. Let the practice and behaviour changes shift our organizational cultures, and the systems in Peel to be bias-discrimination-and racism-free. RDR’s ask is simple – do your bit in this change work. RDR is here to fully participate in ensuring that the vision of a harmonious community is realized in the coming year and beyond. You walk with us and lend a hand.

Sincerely,

Varsha Naik Executive Director



BOARD MEMBERS 2021-2022

Stacy Beach, Chair

Sarala Uttangi, Secretary

Michelle Yu, Treasurer

Antonette Campbell, Board Member

Anqi Shen, Board Member

Kashif Marvi, Board Member

Michelle Bilek, Board Member

Sasi Gauravaram, Board Member

Vrunda Bhatt, Board Member

Varsha Naik, Executive Director

Board Member changes during the fiscal year:

1. Varthan Arulsundaram, Board Past-Chair (July 2021)
2. Neelam Advani, Board Member (November 2021)



RDR CONFERENCE PROGRAM

9:00 am - 09:55 am RDR 10th 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

10:15 am - 10:30 am Indigenous Opening

Mary Wabano-McKay, M.S.W., HBSW

10:30 am - 11:45 pm Keynote

Sanjay Khanna

- *Futures of Dignity: Diversity, Equity, Inclusion and Belonging in the Era of Converging Crises*

11:45 pm - 12:00 pm Participant Engagement

12:00 pm - 12:30 pm Lunch Break

12:30 pm - 01:30 pm Capacity Building Session - 1

Rumina Morris

- *Crafting Inclusive Systems Together*

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

01:45 pm - 02:00 pm Networking & Short Break

02:00 pm - 03:00 pm Capacity Building Session - 2

Jennifer Chan and Marco Campana

- *'Valuing Equity First*

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

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



INDIGENOUS OPENING

Our Minds Are One



Mary Wabano-McKay, M.S.W., HBSW

Mary Wabano-McKay is a member of Attawapiskat First Nation and has worked in the fields of education, health and social policy for 20 years. With a strong focus on Indigenous education and leadership, she has developed and overseen culturally appropriate student services, program quality assurance, curriculum development, program design, community partnerships, and research involving Indigenous peoples. Working with Indigenous advisory councils, she continues to lead in Indigenous Education, Community Outreach, Student Success and Equity, Diversity and Inclusion.

LinkedIn: [linkedin.com/in/mary-wabano-mckay-9384427b](https://www.linkedin.com/in/mary-wabano-mckay-9384427b)

Email: mary.wabano-mckay@algonau.ca



KEYNOTE

Futures of Dignity: Diversity, Equity, Inclusion and Belonging in the Era of Converging Crises



Sanjay Khanna

Sanjay is a strategic advisor and foresight expert. Previously the futurist at global law firm Baker McKenzie, today Sanjay works with organizations to illuminate risks and opportunities associated with the converging crises of geopolitical fragmentation, socioeconomic reordering, population health issues, technological acceleration, as well as environmental and climate change. Sanjay has been interviewed by the Financial Times, Globe and Mail, and Canadian Broadcasting Corporation, among others.

Twitter: @LinkedIn: [linkedin.com/in/sanjaykhanna1](https://www.linkedin.com/in/sanjaykhanna1)

Email: StrategicForesight@protonmail.com

Twitter: @Sanjay1



CAPACITY BUILDING SESSIONS

Valuing Equity First



Jennifer Chan

Jennifer is a second-generation Chinese-Canadian. By profession, she is a CEO and co-founder of the Department of Imaginary Affairs, as well as a designer, researcher, and facilitator. By nature, she is a struggling idealist, serial idea generator, an obsessive crafter, a recovering perfectionist (thanks to being a Double Virgo) and has recently discovered the healing qualities of floating in the water. Jenn has worked for 15 years in the nonprofit sector doing everything from program design and delivery, strategic planning and reimagining governance models, community-based research and embedding innovation practices into various sized organizations through co-design methodologies.

Twitter & Instagram: [@exhibit_change](#)

LinkedIn: [linkedin.com/in/jenniferchan1](https://www.linkedin.com/in/jenniferchan1)

Website: exhibit-change.com

Email: jennifer.chan@exhibit-change.com



Marco Campana

For almost 30 years Marco Campana has worked in some form of sector communications and digital services, from front-line client service to the first Settlement.Org Content Coordinator. He created and managed the Settlement AtWork site, launching OCASI's Learn AtWork online learning site for sector workers, and has participated in a number of efforts to create a sector Community of Practice. He led digital/social media strategy work at Maytree, and most currently works as a freelance consultant helping agencies harness technology in client service delivery. His current focus is on digital transformation, supporting Settlement Practitioners to develop digital literacy skills, knowledge mobilization, and digital inclusion/equity.

Twitter: @marcopolis

LinkedIn: [linkedin.com/in/marcocampana](https://www.linkedin.com/in/marcocampana)

Website: marcopolis.org

Email: marco@marcopolis.org



Crafting Inclusive Systems Together



Rumina Morris

Rumina is an Anti-Racism, Anti-Oppression, Equity and Inclusion expert providing consulting and coaching services to leaders and organizations who are committed to affecting change. She has spent over 17 years in leadership positions where she has managed diverse teams in the human services sector and currently serves as the City of London's Director of Anti-Racism and Anti-Oppression. Rumina has been a strong advocate for Social Justice and Human Rights and has used her privilege as a leader to draw attention to systemic inequities and demand change.

LinkedIn: [linkedin.com/in/ruminamorris](https://www.linkedin.com/in/ruminamorris)

Website: [ruminamorris.com](https://www.ruminamorris.com)

Email: rumina@ruminamorris.com



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.

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