



THE REGIONAL
DIVERSITY ROUNDTABLE

RDR 2026

14th AGM Booklet



BUILDING INCLUSIVE
COMMUNITIES



STRENGTHENING
LOCAL LEADERSHIP



CREATING MEANINGFUL
OPPORTUNITIES



ADVANCING EQUITY,
DIVERSITY & INCLUSION



DRIVING SYSTEMS
CHANGE TOGETHER



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AND VALUES**

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THE REGIONAL
DIVERSITY
ROUNDTABLE

MISSION, VISION, & VALUES



CONTACT US



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905-232-7371



www.rdrpeel.org

OUR VALUES



DIVERSITY



RESPECT



EQUITY



SOCIAL JUSTICE



INCLUSION

OUR COMMITMENT

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, guidelines and communities enabling an environment that is supportive, accessible, and equitable in its practices.

VISION

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

MISSION

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



The Regional Diversity Roundtable

14th Annual General Meeting

June 10, 2026

Virtually via Zoom

Agenda

9:00 AM	Welcome, Call to Order, Introductions, Land Acknowledgement <i>Varsha Naik, Executive Director</i> <i>Sarah Poulouse, RDR Coordinator</i>
9:10 AM	Approval of Agenda & June 2026 Minutes <i>Aima Waheed, Secretary</i>
9:15 AM	Board Chair Report <i>Mikail Ali, Acting Board Chair</i>
9:25 AM	Financial Report <i>Mikail Ali, Treasurer</i> <i>Rakesh Majithia CPA Professional Corporation</i>
9:40 AM	Executive Director's Report <i>Varsha Naik, Executive Director</i> <i>Sarah Poulouse, RDR Coordinator</i>
9:50 AM	Board Slate <i>Aima Waheed, Secretary</i>
9:55 AM	ELT Updates, Member Share & engagement, Q & A and Wrap-up <i>RDR team</i>
10:25 AM	Vote of Thanks <i>Aima Waheed, Secretary</i>
10:30 AM	Adjourn

BOARD CHAIR REPORT

My name is Mikail Kayam Ali, and it is both an honor and a privilege to present the 2025-2026 Chair report for the Regional Diversity Roundtable of Peel. Since stepping into the Interim Chair role, in addition to my responsibilities as Treasurer in June 2023, I have been continually inspired by the extraordinary commitment, passion, and energy of our Board members.

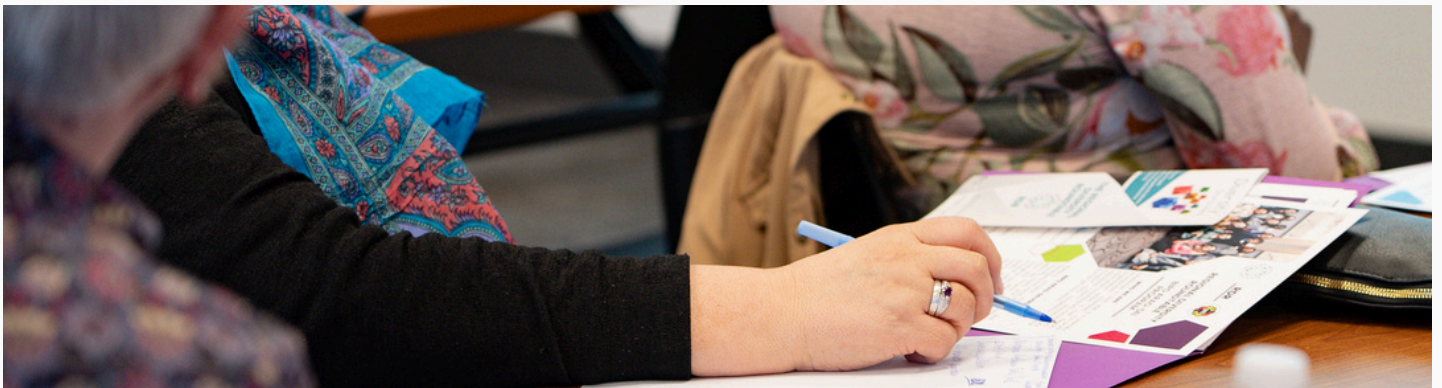
The past year has been a dynamic one for our board, marked by significant transitions and a noticeable deceleration in growth. Like many in the nonprofit sector, we have navigated through critical funding cuts, shifting government priorities, and the challenge of community support stretched thin by the rising cost of living. Despite these economic headwinds, I'm proud to say that RDR's financial management remains somewhat stable. We're not only weathering these challenges but continuing to advocate for systemic change where it's needed most.

The Ontario Nonprofit Network's 2025-2026 Peel Profile echoes much of our experience, highlighting sector-wide difficulties in volunteer recruitment and retention, as well as a lack of dedicated resources for volunteer management. In the face of these realities, our Strategic Plan has served as a vital compass, providing clarity and direction as we navigate uncertain times. This year, while securing new sources of funding remains a significant hurdle, our Board and Executive Director are unwavering in their commitment to fortifying RDR's financial foundation.

I am also delighted to welcome our newest Board Member, Tanvi Shulka. Her expertise in DEI will further strengthen our Board's capabilities as we move forward together. Our mission, promoting diversity, equity, and inclusion (DEI) within Peel and beyond, has never been more urgent. The events of 2025-2026 underscored ongoing challenges of systemic racism, hate speech, and discrimination, both in Canada and globally. We remain deeply committed to advancing DEI, confronting inequality, and tackling the systemic issues that impact our communities.

BOARD CHAIR REPORT

To all our members, staff, board, volunteers, partners, and supporters, thank you. I am confident that, with your continued dedication, the coming year will bring even greater impact and growth. Our successes would not be possible without the steadfast support of our staff, volunteers, Board of Directors, and community partners, whose tireless efforts ensure that everyone we serve feels empowered, connected, and supported. I want to extend sincere gratitude to our Board of Directors, staff, volunteers, funders, donors, and community members for their trust and support over the past five years.



In closing, a special thank you goes to Varsha and the RDR team for their hard work and commitment in launching new programs, and for their unwavering support of our members, community, and stakeholders facing inequity. I also appreciate the Board's engagement and dedication in guiding RDR's continued growth and future.

Thank you all for your steadfast support and commitment to our mission of building a more diverse, equitable, and inclusive society in Peel and beyond.

Mikail Kayam Ali

Mikail Kayam Ali - Interim Board Chair, RDR Treasurer

TREASURER REPORT

Financial Report – YTD – March 2025

Dear RDR Community,

While there was around 46% decline in revenues in 2025 in comparison of 2024, RDR operated efficiently and avoided a deficit, which is aligned with its financial stewardship goals. These results reflect prudent fiscal management and the ability to deliver on its mandate even amid funding fluctuations and growing demand. The challenges ahead are significant but so are the opportunities.

Over the past five years I've served on the Board, I have been consistently inspired by the organization's growth, not only in financial capacity but also in the scope and impact of its services within the community. RDR a not-for-profit entity, relies on regional and provincial grants, along with donations and membership fees, to generate revenue. It supports its goals through funding and fee-for-services.

FINANCIAL HEALTH

As the fiscal year ends, RDR's financial position remains cautiously stable. RDR has submitted few grant proposals, all of which are currently pending. RDR year-over-year fundraising and donations have decreased, supported by unstable grant funding. Despite this, our revenues are still covering expenses, and we maintain a balanced budget. We will be fully transparent about the use of these funds.

In 2025, we revised the Finance Policy to align with RDR bylaws, emphasizing internal control and setting approval thresholds for transactions. All transactions over \$2K now require two signatories following unanimous board and executive director approval.

TREASURER REPORT

DONORS & STAKEHOLDERS:

The RDR received a Federal Grant for the 2025–2026 period to support the Summer Employment Program.

Active funds for 2025–2026 for RDR include:

- Region of Peel CORE Grant: This grant spans from January 2024 to December 2026, amounting to \$327,990.00.
- Region of Peel Stabilization Fund of \$60,000 was received – period Jan 2025 till Dec 2025.
- Federal IRCC Funds: This funding was active from December 2021 to April 2024 and has been successfully closed. A new funding request is currently pending.
- City of Mississauga has approved our grant of \$ 10,000 for the year 2026
- OTF Grow Grant – 3 Years for 2026 till 2028 – \$ 600,000 Approved (\$200,000 for each year)

GOVERNANCE:

Recognizing the increasing complexity of our financial operations, RDR has established a new finance committee to provide oversight and ensure appropriate internal controls are in place.

RDR Audited Financial Statement for the year 2024-2025 will be presented by Rakesh Majithia from Rakesh Majithia CPA Professional Corporation. Please refer to RDR 2024-2025 Audited Financial Statements (provided in AGM/Conference package) highlighting the Organization's Financial Position.

Mikail Kayam Ali

Mikail Kayam Ali - Interim Board Chair, RDR Treasurer

REGIONAL DIVERSITY ROUNDTABLE

FINANCIAL STATEMENTS
(Audited - See Auditor's Report)

March 31, 2025

Independent Auditor's Report

To the members of
Regional Diversity Roundtable

Report on the Audit of the Financial Statements

Opinion

I have audited the financial statements of Regional Diversity Roundtable, which comprise the statement of financial position as at March 31, 2025, and the statements of revenue and expenses, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2025, and its results of operations and its cash flows for the year then ended in accordance with ASNPO.

Basis for Opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the organization in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

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Independent Auditor's Report, continued

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- ♦ Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ♦ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- ♦ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- ♦ Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- ♦ Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Mississauga, Ontario
September 15, 2025

Signed by:

B655A5C5B79E4A4...

Rakesh Majithia CPA Professional Corporation
Authorized to practice public accounting by
Chartered Professional Accountants of Ontario

Regional Diversity Roundtable

Statement of Financial Position (Audited - See Auditor's Report)

As at March 31, 2025

	2025	2024
Assets		
Current		
Cash	\$ 267,345	\$ 236,643
GIC investment	-	10,645
Accounts receivable	-	43,046
Prepaid expenses	686	-
HST rebate receivable	5,539	7,957
Total Assets	\$ 273,570	\$ 298,291
 Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 11,133	\$ 7,562
Employee deductions payable	4,048	8,879
Deferred grants (Note 3)	86,934	110,395
	102,115	126,836
 NET ASSETS		
Restricted Funds	25,041	25,041
Unrestricted Funds	146,414	146,414
	171,455	171,455
Total Liabilities and Net Assets	\$ 273,570	\$ 298,291

Approved on behalf of the Board

<p style="font-size: small; margin: 0;">DocuSigned by: <i>Varsha Naik</i> 610E7D132B581496</p>	<p style="margin: 0;">Signed by: _____ Director</p>
<p style="font-size: small; margin: 0;">Signed by: <i>Mikail Ali</i> EB371778EED84EC...</p>	<p style="margin: 0;">Signed by: _____ Director</p>

Regional Diversity Roundtable

Statement of Revenue and Expenses (Audited - See Auditor's Report)

For the year ended March 31, 2025

	<u>2025</u>	<u>2024</u>
Revenues		
Region of Peel core fund (Note 4)	\$ 121,380	\$ 104,259
Membership and training revenue (Note 4)	63,673	63,245
Federal IRCC fund (Note 4)	29,704	267,505
Region of Peel capacity fund (Note 4)	28,950	1,050
Canadian Red Cross Society fund (Note 4)	27,173	72,449
Canada summer job grant (Note 4)	15,339	14,501
Interest income	5,461	7,381
Region of Peel stabilization fund (Note 4)	2,920	-
Ontario trillium foundation grant	-	18,898
Region of Peel CSWB project grant	-	3,516
	<u>294,600</u>	<u>552,804</u>
Expenditures		
Salaries and related benefits	219,537	422,558
Program expenses	19,808	14,921
Rent	19,270	19,270
Staff training expense	8,441	26,094
Professional fees	8,211	7,992
Evaluation	6,364	11,633
Office	5,493	10,954
Advertising and promotion	2,783	12,635
Insurance	1,894	2,556
Freight	1,212	1,559
Meals and entertainment	781	3,037
Interest and bank charges	501	828
Business fees & licenses	223	473
Travel	82	3,369
Conference expense	-	10,199
	<u>294,600</u>	<u>548,078</u>
Excess of revenues over expenditures	<u>\$ -</u>	<u>\$ 4,726</u>

Regional Diversity Roundtable

Statement of Changes in Net Assets (Audited - See Auditor's Report)

For the year ended March 31, 2025

	<u>Restricted Funds</u>	<u>Unrestricted Funds</u>	<u>Total 2025</u>	<u>Total 2024</u>
Balance, beginning of year	\$ 25,041	\$ 146,414	\$ 171,455	\$ 166,729
Excess of revenues over expenditures	-	-	-	4,726
Balance, end of year	<u>\$ 25,041</u>	<u>\$ 146,414</u>	<u>\$ 171,455</u>	<u>\$ 171,455</u>

Regional Diversity Roundtable

Statement of Cash Flows (Audited - See Auditor's Report)

For the year ended March 31, 2025

	<u>2025</u>	<u>2024</u>
Cash flows from operating activities		
Excess of revenues over expenditures	\$ -	\$ 4,726
Changes in non-cash working capital:		
GIC investment	10,645	(640)
Accounts receivable	43,046	(43,046)
Prepaid expenses	(686)	-
HST rebate receivable	2,418	1,651
Accounts payable and accrued liabilities	3,571	1,952
Employee deductions payable	(4,831)	(3,680)
Deferred grants	<u>(23,461)</u>	<u>40,595</u>
Net increase in cash	30,702	1,558
Cash, beginning of year	<u>236,643</u>	<u>235,085</u>
Cash, end of year	<u>\$ 267,345</u>	<u>\$ 236,643</u>

Regional Diversity Roundtable

Notes to the Financial Statements

(Audited - See Auditor's Report)

March 31, 2025

1. Purpose of the Organisation

Regional Diversity Roundtable is a not-for-profit organization incorporated under the federal laws of Canada on May 15, 2012. The organization is committed to being a leader in supporting organizations, institutions, and the community to be diverse and equitable in order to provide services that are fair, inclusive and culturally appropriate.

2. Summary of significant accounting policies

(a) Basis of presentation

The financial statements were presented in accordance with Canadian accounting standards for not-for-profit organizations.

(b) Revenue recognition

The organization accounts for contributions using the deferral method. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue of the appropriate fund when received or receivable if the amount to be received is reasonably estimated and collection is reasonably assured. Contributions for which expenses have not yet been incurred are recorded as deferred revenue.

(c) Fund accounting

The organization follows the restricted fund method of accounting for contributions.

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the organization.

Restricted funds can only be used for particular restricted purposes within the objectives of the organization. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

(d) Contributed services

In fulfilling its objects, the organization receives contributions of services from various members and other organizations. Due to the difficulty in determining their value, contributed services are not recorded in these financial statements

Regional Diversity Roundtable

Notes to the Financial Statements

(Audited - See Auditor's Report)

March 31, 2025

2. Summary of significant accounting policies, continued

(e) Financial instruments

The organization initially measures its financial assets and liabilities at fair value, except for certain non-arm's length transactions. The organization subsequently measures all its financial assets and liabilities at amortized cost.

Financial assets and liabilities measured at amortized cost include cash, accounts receivable, HST receivable and accounts payable and accrued liabilities.

Impairment

Financial assets measured at amortized cost are assessed for indicators of impairment. When there is indication of an impairment, the carrying amount of the asset is reduced directly or through the use of an allowance account. The amount of the reduction is recognized in the statement of operations and changes in fund balances. A previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the statement of operations and changes in fund balance.

3. Deferred grants

	<u>Balance, beginning of year</u>	<u>Received in current year</u>	<u>Recognized in current year</u>	<u>Balance, end of year</u>
Membership and training	\$ 52,119	\$ 24,132	\$ (63,673)	\$ 12,578
Region of Peel core fund	29,326	109,330	(121,380)	17,276
Region of Peel stabilization fund	-	60,000	(2,920)	57,080
Region of Peel capacity fund	28,950	-	(28,950)	-
	<u>\$ 110,395</u>	<u>\$ 193,462</u>	<u>\$ (216,923)</u>	<u>\$ 86,934</u>

The deferred grants are the amount of grants received in advance but not utilized for their stated purpose in the given year. It will be recognized as revenue in the year when the related expenses are incurred.

Regional Diversity Roundtable

Notes to the Financial Statements

(Audited - See Auditor's Report)

March 31, 2025

4. Grants and funding

(a) Region of Peel core fund:

The organization received funding from the Region of Peel to support the delivery of community services under a project spanning from 2024 to 2026. The grant covers eligible costs such as salaries, direct program expenses, and operational support necessary for service delivery. During the fiscal year 2025, the organization received \$109,330, utilized \$121,380, and deferred \$17,276 for future use. A prior year deferred amount of \$29,326 was also applied during the year.

(b) Membership and training revenue:

The organization earns revenue through memberships, annual conferences, and Diversity, Equity, and Inclusion (DEI) trainings. The revenue totaled \$63,673 recognized in the current year, with \$24,132 received and a closing balance of \$12,578 deferred to the following year.

(c) Federal IRCC fund:

The organization receives funding from Immigration, Refugees and Citizenship Canada (IRCC) to support settlement services for newcomers, including orientation, employment support, and language training. The funding agreement covers the period from 2021 to 2024. During the current fiscal year, the organization received the final tranche of \$70,036, which includes accounts receivable of \$40,332 from the prior year. Funds were used for eligible expenses such as salaries and benefits, training, program materials and outreach. The entire amount was utilized during the current fiscal year.

(d) Region of Peel capacity fund:

The organization was awarded \$30,000 under the Region of Peel's 2023 Community Investment Program (CIP) Capacity Fund to support the "Reconstructing Peel Systems" project. The grant is intended to build organizational capacity and improve service delivery. An amount of \$28,950 was deferred from the prior year and fully utilized during the current fiscal year for eligible project expenses in accordance with the funding agreement.

(e) Canadian Red Cross Society fund:

The organization received \$29,887 in the current year as the final payment under a funding agreement with the Canadian Red Cross Society (CRCS), related to a volunteer platform project. The project ended on June 30, 2024, and the full amount was recognized as revenue and fully utilized during the year. No further funding has been committed under this program beyond the current reporting period.

(f) Canada summer job grant:

The organization received \$15,339 under the Canada summer jobs program to support temporary youth employment. The full amount was recognized as revenue and utilized during the year for eligible wage subsidies.

(g) Region of Peel stabilization fund:

The Region of Peel provided \$60,000 in Stabilization fund for the period from January 2, 2025 to December 31, 2025. During the current year, \$2,920 of this amount was recognized as revenue in accordance with the fund usage, while the remaining \$57,080 has been deferred to future periods.

Regional Diversity Roundtable

Notes to the Financial Statements
(Audited - See Auditor's Report)

March 31, 2025

5. Financial instruments

The organization is exposed to various financial risks through its financial instruments. The following provides information about the organization's exposure as of March 31, 2025:

(a) Liquidity risk

Liquidity risk is the risk that the organization will encounter difficulty in meeting obligations associated with financial liabilities. The organization is exposed to this risk mainly in respect of its accounts payable and accrued liabilities.

6. Economic dependence

The organization receives the majority of its revenue through funding from the Region of Peel, the Federal Immigration, Refugees and Citizenship Canada (IRCC), and the Canadian Red Cross. In the current fiscal year, funding from both the Federal IRCC and the Red Cross was discontinued. As a result, the organization is now economically dependent on continued funding from the Region of Peel to maintain its operations. The ability of the organization to continue its programs and services may be impacted if this funding is significantly reduced or withdrawn in the future.



EXECUTIVE DIRECTOR'S REPORT

Dear RDR Community,

The Regional Diversity Roundtable (RDR) is pleased to present the 2025-2026 Executive Director's Report, reflecting another year of growth, collaboration, and systems-level impact across Peel Region. The Regional Diversity Roundtable enters our 14th year of operation with strategic focus and deepened commitment to systems accountability.

Across Ontario, the non-profit and human services sector continues to operate within an increasingly complex environment. Organizations are navigating rising service demands, affordability pressures, workforce challenges, newcomer integration needs, growing social polarization, and increased expectations for measurable impact. While communities continue to experience rapid demographic and social change, service providers are being called upon to respond with greater innovation, collaboration, and accountability.

Within this evolving landscape, RDR continued to play a unique role as a regional systems leader, educator, advocate, and capacity builder. Building on over thirteen years of advancing Anti-Racism, Anti-Oppression (ARAO), Diversity, Equity and Inclusion (DEI), we focused on strengthening organizational capacity, supporting community and youth leadership, strengthening regional collaboration, and advancing practical approaches to belonging and systems change.

This year represented an important transition from visioning to implementation. Building on the development of the Hate-Free Peel Vision Statement, RDR worked alongside community leaders, institutions, and decision-makers to translate collective aspirations into tangible commitments and action. At the same time, we expanded youth leadership opportunities, strengthened organizational capacity-building services, launched innovative partnerships, and secured significant funding that will support our work well into the future.

Our accomplishments this year demonstrate the power of collaboration, community leadership, and shared accountability in creating a Peel where all residents can experience safety, belonging, dignity, and equitable opportunities to thrive.

A few of the highlights of the year are outlined below.



EXECUTIVE DIRECTOR'S REPORT

FORTIFICATION OF INFRASTRUCTURE AND ORGANIZATIONAL GROWTH

This year marked a period of significant organizational growth and investment. RDR continued implementing its 2024–2028 Strategic Plan while strengthening the infrastructure necessary to sustain long-term impact.

A major milestone was the successful award of a \$600,000 Ontario Trillium Foundation Grow Grant to expand the Empower, Lead and Thrive (ELT 2.0) initiative. This investment will support youth leadership development across Peel and Halton over the coming years (2026- 2029) and enabled RDR to welcome two new Project Coordinators, Ho Yan (Winson) Wong and Adonis Rosalle, whose expertise strengthens our capacity to support youth engagement, leadership development, mentorship, and community advocacy.

RDR benefited from the leadership and contributions of DEI Coordinator Efemena Eghujovbo, who supported the Empower, Lead and Thrive (ELT 1.0) youth leadership initiative until February 2026, enhancing participant engagement, program delivery, mentorship activities, and youth outreach.

Sarah Poulouse, RDR Coordinator, provided organizational continuity through the coordination of RDR's core services, initiatives, membership engagement, communications, and partnerships. As a long-standing staff member, she contributed to maintaining institutional knowledge, supporting newer staff and sustaining stakeholder relationships,

RDR also expanded its organizational partnerships through new community-based projects and collaborative initiatives. These investments and partnerships strengthen our ability to respond to emerging community needs while ensuring the sustainability and continued growth of our services.



EXECUTIVE DIRECTOR'S REPORT

REGIONAL ADVOCACY & POLICY INFLUENCE

RDR maintained active engagement and leadership across more than 20 regional policy, advocacy, and collaborative tables, ensuring that equity, inclusion, lived experience, and community perspectives remained central to decision-making processes across Peel. Key areas of involvement included Community Safety and Well-Being leadership and action tables, the Anti-Black Racism and Systemic Discrimination (ABRSD) Collective, the Peel Poverty Reduction Strategy Systems and Advocacy Tables, the Peel Newcomer Strategy Group (PNSG), the OCASI Refugee Resettlement Working Group, the Interfaith Council of Peel, Metamorphosis Network, and various health equity, mental health, and community well-being initiatives. Through the Metamorphosis Network and other regional collaborations, RDR advocated for greater investment in Peel's social infrastructure and human services sector, drawing attention to the long-standing issue of underfunding and its impact on community well-being, service accessibility, and organizational sustainability.

This ongoing engagement reinforced RDR's role as a trusted regional voice, strengthening collaboration between community stakeholders, service providers, institutions, and decision-makers while supporting more equitable and responsive systems across Peel.

HATE-FREE PEEL: FROM VISION TO ACTION

One of the most significant achievements of the year was the continued advancement of RDR's Hate-Free Peel initiative.

Building upon the extensive community consultation process undertaken in early 2025, RDR focused on translating the shared vision into broader institutional recognition and regional action. This work reached an important milestone on June 12, 2025, when the Council of the Regional Municipality of Peel formally endorsed and approved RDR's Hate-Free Peel Vision Statement following a presentation by Executive Director Varsha Naik.

Residents can thrive.



EXECUTIVE DIRECTOR'S REPORT

The endorsement represented a significant regional commitment to strengthening communities grounded in safety, belonging, dignity, accountability, and inclusion. The initiative also received support from numerous organizations, residents, community leaders, and Peel Regional Police leadership, demonstrating broad recognition that addressing hate requires coordinated action across sectors and institutions.

The Hate-Free Peel Vision continues to serve as a guiding framework for community education, advocacy, prevention efforts, and systems accountability. By emphasizing proactive approaches to belonging and inclusion, the initiative encourages communities and institutions to move beyond responding to incidents of hate toward creating conditions where all residents can thrive.

BUILDING ORGANIZATIONAL CAPACITY AND INCLUSIVE WORKPLACES

RDR continued to provide customized DEI and capacity-building support to organizations both within and beyond Peel Region.

In June 2025, RDR partnered with Independent Living of Waterloo Region to deliver a two-day training series titled Countering Bias and Growing Inclusion. Facilitated by RDR staff, the sessions focused on understanding conscious and unconscious bias, exploring real-world workplace scenarios, and identifying practical strategies to foster more inclusive workplace cultures and service delivery approaches.

In January 2026, RDR facilitated a comprehensive one day Cultural Competency Training for Settlement Service Workers in partnership with Punjabi Community Health Services. The training was supported by the development of a detailed Cultural Competency Resource Manual designed to strengthen culturally responsive service delivery practices across the settlement sector.



EXECUTIVE DIRECTOR'S REPORT

The impact of this work extended beyond the initial training. Following the session, a participant from PCHS invited RDR to deliver a Cultural Competency Volunteer Training Workshop for North York Community House on March 24, 2026. The workshop equipped volunteers with practical tools and strategies to support inclusive, culturally responsive community engagement, demonstrating how capacity-building efforts can create opportunities for broader knowledge sharing and sector-wide impact.

RDR also partnered with Services and Housing In the Province (SHIP) to develop a Workforce Diversity Census, supporting organizational efforts to better understand workforce composition, employee experiences, and opportunities to strengthen workplace equity initiatives.

These projects demonstrate the growing demand for practical, evidence-informed DEI support and highlight RDR's role as a trusted capacity-building partner.

STRATEGIC COLLABORATION AND INNOVATION

Collaboration remains central to RDR's approach to systems change.

In November 2025, RDR entered into a formal partnership with Up4 The Challenge to jointly deliver TechRoots: Inclusive Tech-Design for Youth, funded by the TELUS Friendly Future Foundation. The initiative combines technology education, youth leadership, and equity principles to support young people in creating ethical and inclusive solutions to real-world challenges.

The project reflects RDR's commitment to exploring innovative approaches to youth engagement while ensuring that inclusion, accessibility, and social impact remain central to emerging technology conversations.



EXECUTIVE DIRECTOR'S REPORT

COMMUNITY ENGAGEMENT AND BELONGING

RDR continued to facilitate dialogue and learning opportunities that strengthen community connections and promote belonging.

Executive Director Varsha Naik participated as a panelist during the DBNC Annual General Meeting panel discussion, "Polarization and How to Build a Sense of Belonging," contributing perspectives on anti-racism, community safety, and responding to hate-based incidents through education and collective action.

To respond to emerging community and workplace needs, RDR hosted two focused learning events: Mental Health: The Impact on Racialized Communities, a virtual Lunch & Learn held on July 3, 2025 and Countering Bias, Advancing Inclusion, an in-person training session held on July 9, 2026. These sessions created opportunities for participants to deepen their understanding of equity-related issues, engage in meaningful dialogue, and strengthen their capacity to apply inclusive practices within their organizations and communities.

CORE SERVICES AND PROGRAMS

RDR's core services continued to provide consistent opportunities for learning, dialogue, reflection, and action.

Monthly membership meetings, Annual DEI Conferences, newsletters, active participation on regional equity tables, and social media engagement, remained central mechanisms for supporting knowledge exchange and capacity building across sectors.

This year's membership meetings and dialogue consistently centered on identity, belonging, and lived experience as foundational to safety and support, while critically examining systemic inequalities across health, child welfare, and education that demand intentional accountability. Sessions redefined leadership as an act of courage and power-sharing, emphasized community well-being as a systemic right rather than an individual responsibility, and issued a persistent call to move from awareness to concrete action. Key outcomes from these discussions included the co-creation of the Hate-Free Peel Vision Statement and the inspiration for the ELT youth mentorship program, demonstrating how shared RDR learnings are translated into community-focused initiatives and advocacy.



EXECUTIVE DIRECTOR'S REPORT

Throughout the year, RDR published ten newsletters reaching more than 2,000 subscribers, covering a range of topics including multiculturalism and social cohesion, resilience and leadership, belonging and mental well-being, equity in senior care, mindful allyship, gender-based violence, community engagement, and systems change. Through these publications, RDR shared resources, insights, and emerging practices that supported learning, reflection, and action across the sector. Our digital platforms continue to connect members and communities with opportunities, tools, and conversations that advance anti-racism, anti-oppression, diversity, equity, and inclusion across Peel.

ANNUAL DEI CONFERENCE

In June 2025, RDR hosted its 13th Annual DEI Conference, *Centering Diversity for Workplace Equity: Backlash to Breakthrough for Systems Change*. Held virtually, the conference brought together community leaders, service providers, advocates, and equity practitioners to explore strategies for advancing equity amid growing resistance to DEI initiatives. The conference featured an Indigenous Opening by Shanese Green, a keynote address by Dr. Clare Warner, and interactive workshops led by Liz Weaver and Leah Stephenson focusing on systems accountability, systems leadership, intergenerational collaboration, and organizational change. The event reinforced the importance of moving beyond performative commitments toward sustainable systems change grounded in equity, accountability, and collective action.

EMPOWER, LEAD AND THRIVE (ELT): YOUTH LEADERSHIP AS SYSTEMS CHANGE

One of RDR's most significant community initiatives this year was the continued development of the Empower, Lead and Thrive (ELT) program. Originally supported through the Region of Peel's B3 Fund, ELT was designed to engage Black, newcomer, refugee, asylum-seeking, and racialized youth aged 14–29 through leadership development, mentorship, advocacy, and identity-based learning. The program successfully engaged 37 youth participants and maintained strong participation throughout its delivery while building meaningful connections between youth leaders and community mentors.

What distinguished ELT was its commitment to youth-centred co-creation and shared leadership. Rather than positioning youth solely as participants, the program intentionally created pathways for youth to become facilitators, peer leaders, and knowledge contributors. Through leadership workshops, mentorship opportunities, identity-based discussions, resilience-building activities, and advocacy-focused learning spaces, participants strengthened their confidence, communication skills, leadership abilities, and understanding of systems change.



EXECUTIVE DIRECTOR'S REPORT

A key innovation of the program was the introduction of compensated youth facilitation roles. Youth facilitators received training, mentorship, and stipends recognizing their labour and leadership contributions. Several participants transitioned from attendees to workshop facilitators, demonstrating increased confidence and a stronger sense of leadership identity. This approach reinforced RDR's commitment to valuing lived experience and sharing power with youth rather than simply consulting them.

The program also demonstrated the importance of adaptive and responsive design. Based on direct youth feedback, workshop formats, schedules, and delivery methods were adjusted to better align with participant needs, resulting in increased engagement and accessibility. Hybrid programming, evening sessions, peer facilitation, and culturally relevant mentorship created multiple pathways for participation and leadership development.

Beyond individual leadership development, ELT contributed to broader systems change by demonstrating how youth can meaningfully shape programs, influence organizational practices, and contribute to community solutions when provided with appropriate support and opportunities. Participants were encouraged to move beyond traditional program participation and engage as facilitators, advocates, and community leaders. The program's impact extended beyond workshop settings through public knowledge-sharing opportunities, including a community radio feature on Rezonate Radio (CKHC 96.9 FM Toronto), where ELT Coordinator Efemena Eghujovbo highlighted the experiences, lessons, and outcomes emerging from the project. One notable outcome was the emergence of youth-led efforts to establish an RDR student presence at the University of Toronto Mississauga, extending the program's influence beyond its original scope and creating new pathways for youth engagement and leadership within post-secondary spaces.

The success of ELT directly informed the development of ELT 2.0 and contributed to RDR securing a \$600,000 Ontario Trillium Foundation Grow Grant. This investment will allow the initiative to expand across Peel and Halton, creating new opportunities for equity-deserving youth to strengthen their leadership, engage in advocacy, participate in mentorship, and contribute to meaningful systems change within their communities.

ELT continues to demonstrate that youth are not simply future leaders, they are leaders today whose voices, experiences, and expertise are essential to building equitable, resilient, and responsive communities.



EXECUTIVE DIRECTOR'S REPORT

Reclaiming the Narrative
TELL STORIES
It usually being acknowledged. So it should not be thought of as a reward. Instead, each other by the results to some extent from every time. Actually about each other. And so the

Land Acknowledgement
Reconnaissance du territoire
The Ontario Government is proud to be a part of the land of the Anishinabeg, Algonquin, Huron, and Wyandot Nations. We acknowledge the traditional territory of the Anishinabeg, Algonquin, Huron, and Wyandot Nations. We acknowledge the traditional territory of the Anishinabeg, Algonquin, Huron, and Wyandot Nations. We acknowledge the traditional territory of the Anishinabeg, Algonquin, Huron, and Wyandot Nations.

Leone's 2024 BINGO CARD
27: YouTube, TikTok, Instagram, Facebook, Twitter, LinkedIn, Nextdoor, etc.

Gender Equity in 2026
WHAT HAS CHANGED, AND WHAT HASN'T?
Presented by Chandra-Li Paul
ONTARIO MINISTRY OF LABOUR

Peel Region
DEI @ Peel Strategy 2025 - 2029
A Year in Review with Lessons Learned and Next Steps

Zoom Meeting Participants:
Sandy Lechner, Walea Salim, Varsha Nair, Zehra Zahedi, Jordan Samuels, Amandip-CPL, Gouthami Vignesan, Shereen.Rampe, Embrave Agenc, Frezi Inga - Peel Mul, Arany Sivasubra, Jasneet Grewal, Sweta Thakur, P. K.



EXECUTIVE DIRECTOR'S REPORT

SUSTAINABILITY

RDR's continued success is made possible through the commitment of our Board of Directors, staff, members, volunteers, community partners, funders, and supporters.

This year highlighted the value of strong partnerships and shared leadership in advancing sustainable systems change. Through strategic investments, collaborative approaches, and ongoing community engagement, RDR strengthened its foundation while responding to evolving community priorities.

Alongside the expansion of ELT 2.0 through the Ontario Trillium Foundation Grow Grant, RDR launched the City of Mississauga-funded Bridging Equity Program to advance equity and inclusion across Mississauga. Through Catalyst Training Circles, local service providers engaged in structured learning focused on equitable and inclusive practices. The program also introduced Sauga Connects, an ongoing series of community events that promote belonging, relationship-building, and cross-cultural understanding. The first event, *Interfaith Connections for Wellbeing*, was delivered in partnership with the Interfaith Council of Peel on May 20, 2026, at Mississauga Valley Community Centre, with additional events planned throughout the project.

RDR's work continues to be supported through the Region of Peel's Community Investment Fund (Core Stream), which provides essential operational support. The organization also benefited from the Government of Canada Summer Jobs Program, welcoming four summer students in 2026: Aaliyah M. Charles (DEI Education Coordinator), Ayush Parekh (Digital Systems & AI Support), Joyaley Christurajah (Fundraiser), and Uneeb Ashfaq (Communications Coordinator). Their work will contribute to key organizational priorities, including program delivery, communications, fundraising, digital innovation, and community engagement throughout the summer of 2026.

RDR further strengthened its financial sustainability through fee-for-service training, facilitation, consulting, workforce diversity initiatives, and organizational capacity-building projects, creating additional opportunities to extend its impact across the region.



EXECUTIVE DIRECTOR'S REPORT

CONCLUSION

This year demonstrated what is possible when relationships, trust, and shared purpose guide our work. Across every initiative, whether strengthening organizational capacity, supporting youth leadership, advancing regional advocacy, or promoting belonging, RDR continued to create spaces where dialogue could lead to action and where community voices could influence systems.

The progress highlighted in this report reflects the collective efforts of our members, partners, funders, volunteers, Board of Directors, and community stakeholders. Thank you for your continued confidence in our work and for walking alongside us in building a Peel Region where diversity, equity, inclusion and belonging, are embedded in the policies, practices, and relationships that shape everyday life.

The challenges facing our communities remain complex, but so too is our collective capacity to respond. Together, we will continue to build bridges across differences, strengthen communities, and advance a future where every person can live with dignity, safety, opportunity, and a true sense of belonging.

Sincerely,

Varsha Naik

Varsha Naik, Executive Director





BOARD MEMBERS

2025–2026

Interim Board Chair	Mikail Ali
Treasurer	Mikail Ali
Secretary	Aima Waheed
Board Member	Kashif Marvi
Board Member	Luna Daniel
Board Member	Rudolf D'Souza
Board Member	Shereen Rampersad
Board Member	Tanvi Sukhija
Executive Director	Varsha Naik



AGM MINUTES

The Regional Diversity Roundtable Annual General Meeting – 2025

Wednesday, June 11, 2025

8:30 AM – 9:50 AM

RDR Zoom – Virtual AGM

Minutes

TOTAL ATTENDEES: 50

BOARD MEMBERS PRESENT:

Mikail Ali – Interim Board Chair and Treasurer; **Aima Waheed** – Secretary;

Luna Daniel – Board Member; **Shereen Rampersad** – Board Member;

Kashif Marvi – Board Member; **Rudolf D’Souza** – Board Member; **Versha Naik** – RDR ED

AUDITOR:

Rakesh Majithia, CPA, CA, LPA

RDR MEMBER ORGANIZATION REPRESENTATIVES & COMMUNITY PARTNERS:

The following organizations representatives were present:

Rowena Santos-Regional Councillor Wards 1 and 5, City of Brampton; Anna Gulbinski-Art Gallery of Mississauga; Tanvi Sukhija-Achēv; Aleksandra Skoric-Dixie Bloor Neighbourhood Centre; Frezer Yeheyis, Dixie Bloor Neighbourhood Centre; Magdalena Diaz, Dixie Bloor Neighbourhood Centre; Melanie Alderfer-Mowat, Caledon Public Library; Amandip Dhani, Caledon Public Library; Nathalie Sato, Skills for Change; Tashona Tyndale, Punjabi Community Health Services (PCHS); Brahmjot Dhillon, Punjabi Community Health Services (PCHS); Marianna Healey, Region of Peel; Raquelle Forrester, Peel Family Education Centre; Shriya Seksaria, Peel Newcomer Strategy Group; Waabshkaa Mkwa, Peel Newcomer Strategy Group; Gouthami Vigneswaran, Brampton Library; Robyn Hyland, Region of Peel; Parita Thakker, CNIB (Vision Loss Rehab ON); Emmanuel Ansah, Peel Children's Aid Society; Arany Sivasubramaniam, William Osler Health System; Yasir Khalid, William Osler Health System; Saadia Mahmood, Indus Community Services; Kinga M, Peel Multi-Cultural Council; Sumble Kaukab, Peel School Board; Kritika Chopra, Aura Freedom; Orsolya Csuka, CMHA Peel; Chelsea Antwi, Roots Community Services; Kamryn Whiteye, Region of Peel; Robyn Hyland, Region of Peel; Esther Khew, Mississauga Fire; Sharmin Sharif, Moyo (Peel HIV AIDS Network); Vibha Vohra-Bhalla, Access Employment; Shanese Green, Tamarack; Community Members: Britaneya Johnson, Manraj, Ci Williams, Annalisa Rasmussen

RDR STAFF:

Varsha Naik, Executive Director; Sarah Poulouse, RDR Coordinator; Kedesha Kondell, Communication Coordinator (Summer Student); Ajaypal Sahdra, Education Coordinator (Summer Student); Zara Randhawa, Education Coordinator (Summer Student); Jeea Thakker, Fundraiser (Summer Student)

AGM MINUTES

<p>Acknowledging Indigenous Territory, Welcome, Call to Order & Introductions</p>	<ul style="list-style-type: none">• Meeting start time 8: 30 am• This meeting was held virtually, material for AGM was shared beforehand• Varsha welcomed all attendees, called the meeting to order, confirmed the number of members and proxies present, including the Chair and Secretary of the Board of Directors, and acknowledged the traditional territories and treaty lands on which we live, work, and gather.• Mikail Ali - Interim Board Chair, officially opened the 13th Annual General• Meeting of the Regional Diversity Roundtable and welcomed everyone. And introduced all the Executive Officers and Board Members.• Mikail declared that the RDR Board of Directors and sufficient RDR Members were present to constitute a quorum. Having established quorum• Aima Waheed, RDR Secretary, stated that there were no proxies received from the Board Members.• Mikail summarized RDR's work and impact. The past year was characterized by leadership transitions, slower organizational growth, and ongoing challenges in volunteer recruitment, retention, and funding. Guided by its Strategic Plan, the Board focused on strengthening governance, sustainability, and future growth. Recruitment was undertaken for 4 Board positions, with appointments to be finalized following the Annual General Meeting, bringing valuable expertise to support the organization's development. Despite continued difficulties in securing new funding sources, the Board and Executive Director remain committed to enhancing financial sustainability. During the year, new Board committees were established to strengthen oversight and strategic direction, including Treasury, Governance, Community Advocacy and Marketing, and Succession Planning. The Governance Committee reviewed and updated key governance documents, refined the Strategic Plan to align with community needs and organizational priorities, and developed a succession plan to ensure leadership continuity and organizational resilience.• Aima Waheed proceeded to read the Notice of Meeting, The notice calling of this meeting was shared with RDR members on May 8, 2025. It was also distributed to the larger community and RDR members via e-mail and local networks with registration link on May 24th, 2025 on Eventbrite, and May 17th 2025 on Social Media, and repeated a few times that month via social media posts. Reminders were sent electronically, through social media, and delivered in-person at the RDR March, April and
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AGM MINUTES

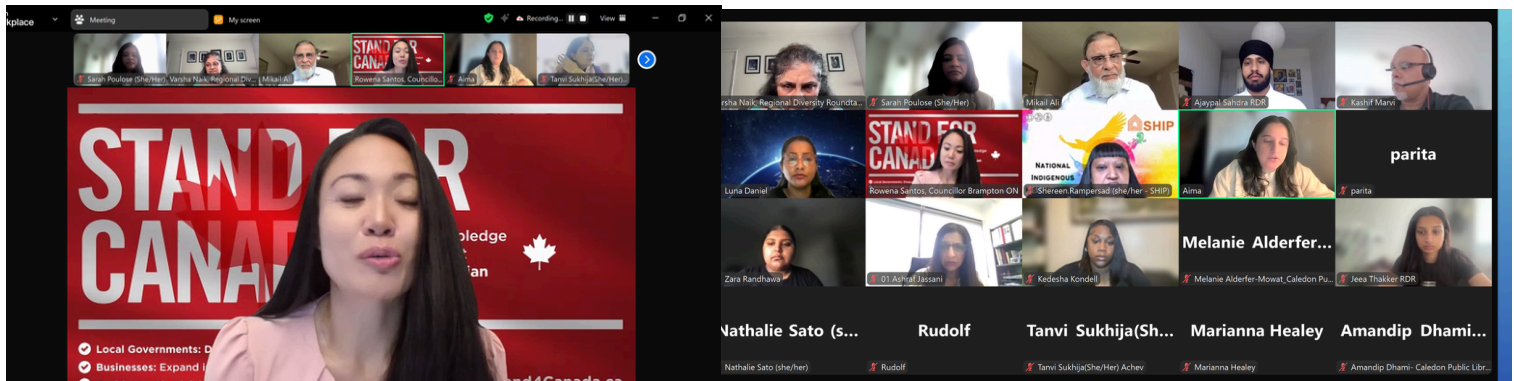
	<p>May meetings. Aima stated that a request can be made to the RDR staff if a copy of the notice calling is desired.</p> <ul style="list-style-type: none"> • Aima stated The RDR was incorporated as a charitable not-for-profit organization in May 2012. Our current Board of Directors constitutes the Chair, Secretary, and Treasurer as officers alongside seven general members and the Past-Chair, on the Board as per our by-laws. The RDR Executive Director is the non-voting staff and support. RDR has two vacancies as per the by-laws and the Board will move on filling these as per the organizational by-laws and procedures. 	
Approval of June 2024 Agenda	<ul style="list-style-type: none"> • Aima invited all attendees to review the agenda. • Mikail called for a motion to approve the agenda of The Regional Diversity Roundtable 12th Annual General Meeting for June 12, 2023. (Since it was a virtual meeting, members were asked to write their votes in the chat or show of hands.) • Motion to accept: Luna Daniel, Board Member • Seconded: Tanvi Sukhija, Achēv • All approved. • Motion carried. 	Carried
Approval of June 2023 Minutes	<ul style="list-style-type: none"> • Aima proceeded by asking all attendees to review the 2024 AGM minutes. Mikail called for a motion to approve the minutes. • Motion to accept: Emmanuel Ansah, Peel CAS • Seconded: Kashif Marvi, Board Member • All approved. • Motion carried. 	Carried
Board Chair Report	<ul style="list-style-type: none"> • Mikail Ali presented the report as acting chair of the RDR. A copy was shared prior to the meeting <ul style="list-style-type: none"> ○ According to the Ontario Nonprofit Network's 2024 Peel Profile, many organizations confronted difficulties in volunteer ○ recruitment and retention and were devoid of dedicated ○ volunteer management resources. At RDR we look forward, and are guided by our Strategic Plan, serving as a compass to steer through uncertain times with clarity and confidence. ○ RDR advertised for new Board Members in four different positions and are currently evaluating the applicants. The ○ selection will be finalized after the Annual General Meeting ○ (AGM). These candidates will possess expertise in their 	Carried

AGM MINUTES

	<p>respective fields, which will enhance the RDR Board’s capabilities moving forward.</p> <ul style="list-style-type: none"> ○ Last year, RDR focused on addressing the lack of DEI-related funds for organizational capacity building. This year, securing new funding sources remains challenging. The Board and Executive Director are dedicated to strengthening RDR’s financial resources. ○ In 2024, RDR formed five Board Committees: Treasury, Governing, Community Advocacy/Marketing, and Succession Planning. The Governance Committee revised mandates for board officers and the Executive Director, reviewed and updated the strategic plan considering community needs and RDR’s mission. This supports RDR’s future growth and includes a Succession Plan for the Executive Director to handle unforeseen events. ○ Our mission focuses on diversity, equity, and inclusion (DEI) within Peel and beyond. The events of 2024-2025 highlighted the need for this work as issues of systemic racism, hate speech, and discrimination were observed in Canada and globally. We are committed to promoting DEI in Peel, addressing inequality, and exploring systemic challenges affecting our communities. ○ Collaboration is essential for these efforts. We appreciate the support of our members, as the past year has emphasized the significance of our work. Continuous engagement and dedication are needed to identify opportunities for RDR training and support to further enhance DEI capabilities within the community. <ul style="list-style-type: none"> ● Motion to accept: Kashif Marvi, Board Member ● Seconded: Rudolf D’souza, Board Member ● All approved ● Motion carried 	
<p>Financial Report</p>	<ul style="list-style-type: none"> ● Mikail Ali, Treasurer, presented the financial report for the 2024-2025 fiscal period ● Rakesh Majithia CPA. Chartered Accountants presented 2024 audited statements. A copy was provided in your AGM/conference package. ● Motion to accept: Amandip Dhani, Caledon Public Library ● Seconded: Frezer Yeheyis-Dixie Bloor Neighbourhood Centre ● All approved. ● Motion carried 	<p>Carried</p>

AGM MINUTES

5	Executive Director's Report	<ul style="list-style-type: none"> • Varsha Naik presented her report as the Executive Director of RDR • This past year has underscored the essential nature of RDR work in anti-racism, anti-oppression (ARAO), diversity, equity, and inclusion (DEI) • She stressed on the challenges and opportunities presented by the current landscape, including increased hate crimes, poverty, and unaffordability in the Peel region, significant political and leadership shifts, • Collective efforts over the past year have laid a strong foundation for advancing DEI within the Peel Region. • Motion to accept: Tanvi Sukhija, Achēv • Seconded: Esther Khew, Mississauga Fire • All approved • Motion carried 	Carried
6	Election of the Board of Directors	<ul style="list-style-type: none"> • For 2024-25 year, all current Board members, will continue to serve, Motion to accept: Magdalena Diaz, Dixie Bloor Neighbourhood Centre • Seconded: Sharmin Sharif, Moyo (Peel HIV AIDS Network) • All approved • Motion carried. 	Carried
7	Adjournment/ Closing Remarks	<ul style="list-style-type: none"> • Mikail concluded the formal part of the AGM and opened the floor • for new business, comments and feedback. • Mikail invited Varsha for Board thanks and for closing remarks • AGM was adjourned at 9:50 a.m. 	





THE REGIONAL
DIVERSITY ROUNDTABLE

Thank You

for being part of our journey.



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