



RDR Membership Guidelines

Mission: The Regional Diversity Roundtable (RDR) 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.

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

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

Membership Criteria:

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

- As part of their organizational portfolio, a ‘Diversity’ initiative or program,
- Are directly involved in a currently existing diversity initiative within their organizations/institutions
- and/or are interested in introducing a diversity initiative in their workplace.

The following criteria is applied to organizations:

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

Membership Benefits:

As an RDR member you are entitled to:

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

Membership Expectations:

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

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

Committees/Task Forces/Volunteer positions:

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

Membership Term:

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

RDR Annual Membership Renewal:

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

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

Change / Termination of Membership

Membership to the RDR can be terminated in two ways:

- By the Member Organization
- By the Board of Directors of the RDR

Termination by the Member Organization

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

Termination by the Board of Directors of The Regional Diversity Roundtable

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

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

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

For RDR membership applications, please email: rdr@regionaldiversityroundtable.org
