



Halton Equity and Diversity Roundtable (HEDR)

1092 Speers Road, Oakville ON, L6L 2X4
Tel: 905-842-2486 x 227 Fax: 905-842-8807
Email: plam@hedroundtable.com
www.hedroundtable.com

HEDR Orientation

What is the Halton Equity and Diversity Roundtable (HEDR)?

The Halton Equity and Diversity Roundtable (HEDR) is a community collective of organizations, institutions, groups, businesses, and individual community members that is committed to building systemic inclusion and equity in Halton.

Our Mission

To develop the capacity of organizations, groups and businesses in Halton to be inclusive and equitable of all forms of human diversity in their practices, policies and services.

Our Vision

A community where individuals are valued, respected and empowered to realize their full potential. Individuals are people who represent all aspects of diversity including but not limited to race, culture, socio-economic status, ethnicity, nationality, age, language, sexual orientation, skin colour, gender, physical or mental abilities.

Objectives

The purpose of the Halton Equity and Diversity Roundtable is to provide the leadership and structure to achieve the following objectives:

- i. To provide and coordinate training and resources about equity and diversity to the Halton community.
- ii. To identify and highlight examples of excellence in diversity and equity related practices in Halton.
- iii. To promote public awareness and education strategies to address equity and diversity issues in our community.
- iv. To create a website with a space for people to access promising practices and articles.
- v. To collect information on promising practices and activities in other communities and customize them for use and implementation in Halton.
- vi. To advocate for inclusive practices throughout Halton.

Benefits of HEDR Participation

- Contribute to decision-making at meetings
- Access HEDR resources and participate in professional development events
- Take part in a variety of professional learning opportunities during HEDR meetings
- Participate in innovative equity and inclusion projects and initiatives in the community
- Contribute to championing equity in Halton



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HEDR Commitment Agreement

For Organizations:

HEDR encourages the participation of all organizations. HEDR is inclusive and recognizes that organizations will show commitment to HEDR in different ways including participating in HEDR work groups. HEDR recognizes some organizations may not be able to sign this commitment agreement however they may continue to be members.

Name of Organization: _____

Date: _____

To be signed by the organizational representative:

As a member of the Halton Equity and Diversity Roundtable (HEDR), I, on behalf of the organization that I represent, hereby indicate my support for HEDR and the Commitment Agreement that has been developed to guide this initiative.

- I would like to subscribe to the HEDR email list for news and events. I understand that I can unsubscribe at any time.
- I would like my name and organization listed in the membership section of HEDR's website.
- or
- I would like only my organization listed in the membership section of HEDR's website.

Name: _____

Title: _____

Phone: _____

Email: _____

Signature: _____



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To be signed by an agency Senior Director:

As a Senior Director of our agency, on behalf of the organization that I represent, hereby indicate my support for the mission, vision, and objectives of HEDR and its initiatives.

As such, I support the participation of our representative to the Halton Equity and Diversity Roundtable (HEDR), and will, in a timely fashion, select a suitable replacement should there be any changes in the representative's role or employment.

In regards to their participation, I recognize and support that our representative might have to come to meetings at different times during the day or travel to different locations in the Halton Region on behalf of HEDR to create inclusive and barrier-free meetings and events.

Name: _____

Title: _____

Phone: _____

Email: _____

Signature: _____

Expectations of HEDR members

- To maintain an atmosphere of respectful discussion and professionalism and respect the confidentiality of all matters brought to HEDR
- To actively contribute their expertise, resources, and individual experiences to further the goals of HEDR
- To bring forward issues and information regarding inclusion, access and diversity to HEDR
- To attend meetings regularly. Regular attendance is defined as a minimum of 3 meetings annually

The Commitment Agreement is a living document and will be reviewed every 2 years to ensure its continued appropriateness.



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For Individuals:

As a member of the Halton Equity and Diversity Roundtable (HEDR), I hereby indicate my support for HEDR and the Commitment Agreement that has been developed to guide this initiative.

- I would like to subscribe to the HEDR email list for news and events. I understand that I can unsubscribe at any time.
- I would like my name listed in the community member membership section of HEDR's website.

Name: _____

Phone: _____

Email: _____

Signature: _____

Date: _____

Expectations of HEDR members

- To maintain an atmosphere of respectful discussion and professionalism and respect the confidentiality of all matters brought to HEDR
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