



# HALTON EQUITY AND DIVERSITY ROUNDTABLE

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Building Equity Through Allies and Leadership - Thursday, November 9, 2017

**87 Forms returned**

## Please share your feedback about Darren's presentation:

	☹️		😊		
	1	2	3	4	5
Did the content add to your understanding of indigenous law and philosophy?	1		7	26	50
Was the content relevant?	1		4	23	59
Was the speaker engaging?	2		3	10	69

## Please share your feedback about Jean's presentation:

	1	2	3	4	5
Did the content add to your understanding of the roots of oppression?	1		2	16	68
Was the content relevant?	1			15	70
Was the speaker engaging?	1			11	75

## Please share your feedback about the afternoon breakout sessions:

	1	2	3	4	5
Did the content add to your understanding of building equity?			7	35	43
Was the content relevant?			3	31	50
Was the session engaging?			6	28	52

## Please share your feedback about the structure of the conference:

	1	2	3	4	5
Timing	1			23	61
Venue	1		2	19	63

## How will you use any new knowledge gained?

- Understand how to apply empathy to communicate, understand and share with individuals in an equitable way. Learned a lot about oppression and how to deal with it.
- Use it to start the conversation about equity and create allies.
- Suggest an assessment within organizations
- So much
- I will try to share with as many as possible
- Take it back to my organization to start to shift our approaches
- Educate myself, look at things/situations through a different lens. Speak up more despite feeling uncomfortable sometimes – work through it
- As a leader I will commit resources to furthering this work. We have made diversity, equity + inclusion key strategies for staff and service to clients we will convene an equity com. We have 15 staff in attendance with a lot of interest in moving this forward.
- Take back to agency
- individually and breaking down systemic barriers at our agency
- I hope to add more brochures with different languages and build upon these communities/agencies
- Share back with organization/program
- Self knowledge/improvement to improve work at my org.
- I will go back to our org and ask for an assessment of where our organization is on equity. Personally
- I will be more self aware and be more engaged towards diversity and discrimination.
- Plan to review my agency's mission, values, policies, strategic plan looking for anti-oppression language + if it's not there I'll work to include it in future. If it is I'll hold agency accountable.
- Be more aware & assist in policy & procedure planning
- Share info and resource to other organizations.

- Be more conscious about how I use my personal privilege & be more aware of how I implement an anti-oppressive approach in my work
- I plan to present to my colleagues on today's content & message. I plan to ask HEDR for an organizational assessment tool & speak with my supervisor about using it.
- Follow up with my other colleagues who attended to engage management.
- Put into practice, share with colleagues
- Great work. Thank you
- Seek out assessment tool on HEDR
- I will take back what I've learned to my organization.
- Share
- Will share it in my workplace. Will try to be an effective ally.
- I would relate the knowledge learned back to management for possible changes
- Encourage my agency to implement change
- Individual reflection/action
- To understand equity more – speak out
- To complete an assessment at our agency to move forward.
- Given me an opportunity to network at my role in this area of change
- Within agency
- Always be conscious of my privilege & how I affect others
- It is difficult to use the information as in a small agency there are not resources for these strategies
- Be a critical thinker. (make more time)
- I will be more aware I will take this to my organization.
- Future presentations towards societal inclusivity.
- Share my new knowledge with my co-workers, family & friends.
- I will take it back to share with the teams + plan ways to implement + practice anti-oppression.
- Community outreach
- Incorporate into policy
- Will try to implement it in my work in a way that benefit diverse populations
- Set norms for equity in our organizations create a equity assessment for our organizations
- At the Halton Catholic District School Board we have a Professional Development day for teachers focused on Equity and we will be incorporating some of this learning on this day
- To fight isms, phobias, discrimination, inequities & exclusions
- Self analyze my own unconscious bias & stereotypes
- Conversationally within and beyond workplace report back to colleagues at team mtg & with mini-workshop
- Yes, excited to take back some of these skills and bring training to the staff.
- Share knowledge with others in my organization. Strive to become an effective ally.
- To enhance not my practice but my daily life utilizing the difference between equality and equity to tailor my service to individuals as opposed to an across the board approach.
- Look at how to address issues of equity at my job.
- I will take it back to my team + community.
- To build equity capacity in my everyday work.
- In my personal & professional world!
- I will use this new knowledge in the work I do with my clients as a therapist and to engage in important and uncomfortable conversations about oppression in difference areas of my life.
- To do my own individual assessment & assess my agency to determine steps to be a better ally
- I will be speaking to other folks from my agency that did not get the chance to come to the conference so I can share my new learnings.
- Personal reflection on my own attitudes and work as an ally. Reflection on equity practices of my workplace.
- I need to reflect on it.
- I will use the knowledge from today to re-claim my power as an individual to influence the culture of the organization for which I work.

### **What topics would you be interested to learn more about?**

- Different fun activity to create engaging conversation
- Feel this should be in all school curriculum, so impactful
- very much interested in learning more about both topics that the speakers shared with us

- How to advocate government more regarding people's rights
- Strategies in addressing barriers
- How to make my agency welcoming to indigenous people
- Racism issues in Canada/Halton + Indigenous peoples in Halton
- 1 Social justice 2 Social Identity
- Muslim Hindu faiths
- Anti-black racism
- Everything – indigenous history, treaties, truth & reconciliation in practice in real life, roots of oppression and how to be an ally
- Low income & poverty in Halton
- Ways to address institutions/systemic barriers & how to address personal bias/internalized oppression
- More of this.
- More around breaking down oppression
- How to go deeper at my agency level – what would be some terms of reference for an EDI steering committee.
- Scripts for hard discussions.
- Best practices between equity & equality! Quantifiable metrics of equity/diversity
- Indigenous cultural traditions, etc, BLM movement
- Intersectionality, appropriation
- Indigenous history & philosophy
- Intersectionality, colonialism
- How to practically implement what we discussed today – practical steps to bring change
- Being an effective ally, specific training on HEDR's Organizational assessment
- Indigenous law & philosophy continued
- Creating systemic change
- More work on educating a system and breaking down the barriers in a system/institution
- About phobias & isms adversity from the groups affected by them
- Truth and Reconciliation Commission
- Native/indigenous/aboriginal/original people's stories.
- A safe space conversation from the view point of those who disagree with Equity movements. Would help understanding of those who are viewing think differently
- Indigenous history – traditional stories
- Steps to take action. How to dismantle beyond discussion?
- Equity as a whole -> deeper level
- Equity assessment tool
- I would like to learn more about what I can do in my agency to make it more equitable. I also wanna learn how to be an indigenous ally.
- What would equitable social structures look like?
- To talk about indigenous law and philosophy on a deeper level and the deeper difference between equity & equality
- The concept of therapy as a tool of dominance and oppression.
- How to create anti-oppressive practices and challenge long held attitudes (oppressive attitudes) ingrained within agencies.

**Additional comments for speakers and/or the conference planning committee:**

- Excellent/valuable information conveyed through a detailed dialogue. Enjoyed conclusion. Very valuable closing remarks.
- Very well organized and planned keep up the good job.
- Well done
- Too cold in the room
- Great job very informative
- Thank you so much for today I have been enlightened and see/know a little bit more of the ice berg while acknowledging there is so much more to know
- Excellent conference. Good mix of presentations and engagement. 9-3 is a good timeframe.
- Great speakers! Well organized.
- Great presentation 😊
- Well done!!
- More discussion around how we can implement equity and AOP into our organizations. Great presentation!

- Great speakers ☺
- Great presentation !! ☺ Very inspiring and motivating.
- Good wk.
- Great info- little discussion around how to actually be an ally- or how it may be problematic.
- There must be better way to have conversations about equity & diversity without pointing fingers at other groups. It is hypocritical and very disappointing to see. I expect more from HEDR.
- Excellent day!
- Thank you – Excellent!
- Excellent speakers. More opportunity for in depth discussion.
- Both speakers were very good, engaging with lots of knowledge
- This was excellent, both speakers brought so much value. Thank you for this opportunity to learn.
- Thank-you.
- Overall, a very informative & engaging conference!
- Discussion on community groups networking more, so more integrated & less duplication ∴ Better service to clients
- OUTSTANDING! SPEECHLESS
- Excellent work – Thank you!! ☺
- Enjoyed Jean's presentation and learnt so much from it.
- Wish I had been here last year- would have liked more content to support the stories/philosophies. My knowledge was skimpy so the historical aspect was really helpful & informative.
- Congratulations to the organizing committee well done!!
- Loved the interactive approach.
- So enjoyed the speakers!! Excellent
- Thank you for your passion and you time
- Awesome day! Thank you.
- Both Darren and Jean were amazing.\
- Awesome job.
- Great speakers
- Overall great conference, it has definitely evolved throughout the years.
- Fantastic and wonderfully engaging and inspiring! Thank you!
- Use more structure for workshops
- Mix up keynote and small group discussions
- You may think of inviting agencies/organizations lead, EDs or HR people to look at diversity and media
- The best and most effective presentation on anti-oppression I've experiences. Well done! Kim Jenkinson HMC
- Excellent speakers!
- Love that Jean & Darren were co-presenting – help to dive deep in a more comfortable way. Like that there was continuity from last yr
- Conference well organized both speakers engaging, informative
- Thank you!
- Great job the speakers were very knowledgeable
- Very well done! Both speakers were compelling, engaging and informative. Many thanks!
- A training/conference worth coming to for once!
- Very inspiring =)
- Fantastic, informative, passionate speakers
- Our agency has done a lot of 'cultural sensitivity' trainings lately. This one is by the far the best most informative + interactive.
- Good job!
- Amazing day. Thank you! :D
- Thank-you!
- I want to thank both Darren and Jean for speaking at this conference and for using their voices to speak for others and striving and working towards equity.
- Speakers could look at simply answering the Q&A more concisely.
- I very much appreciated the information and both Jean & Darren created a safe space. For afternoon, I feel we could have gone deeper with the material. Also, to make a disclaimer about recognizing power/privilege and how that was being used within the small groups.