



# HALTON EQUITY AND DIVERSITY ROUNDTABLE

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[www.hedroundtable.com](http://www.hedroundtable.com)

Engaging Community to Stand Together: Empowering Bystanders - Thursday, November 15, 2018  
**76 Forms returned**

## Please share your feedback about Aasiyah and Nadia's presentation:

	☹️		😊		😊
	1	2	3	4	5
Did the content add to your understanding of islamophobia and being an empowered bystander?			1	22	53
Was the content relevant?			1	18	57
Were the speakers engaging? <b>4.5 = 1</b>				11	64

## Please share your feedback about the group discussion and video scenarios:

	1	2	3	4	5
Did the content add to your understanding of how to intervene in oppressive scenarios?			9	20	46
Was the content relevant?			3	17	54
Was the speakers and content engaging? <b>4.5 = 1</b>			2	12	59

## Please share your feedback about the panel discussion?

	1	2	3	4	5
Did the content add to your understanding of building equity?	2	2	5	28	34
Was the content relevant? <b>3.5 = 1</b>	2	2	5	23	38
Was the session engaging?	1	4	7	23	37

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

	1	2	3	4	5
Timing		1	3	23	46
Venue		3	2	29	39

## How will you use any new knowledge gained?

- Will make less assumptions based on stereotypes. I believe I will work better with my families with this gained knowledge.
- To intervene or speak up if I am a witness to Islamophobia or any kind of prejudice
- When I am out in my community
- Thinking about creating quiet spaces in new facilities
- Asking NCCM for resources including a report form
- Consider how I approach situations with new curiosity
- Share with coworkers and try and get a conversation started
- Acceptance and exposure to increased sensitivity around various operations
- Organizational planning perspective of training for staff
- I will be more aware of moving beyond passivity and consciously engage (when I am next a 'bystander') in using the 'D's'
- Be more aware of our agency culture
- In group discussions with local groups/in presentations and municipal, provincial and federal governments
- Become a better bystander and understand the impact of discrimination on the victim
- I will use this new knowledge in my work as frontline but also while interacting with cultures
- To help with the interaction with my clients
- To work with our clients and as an individual
- Encouraging others to take action and be allies with those being oppressed
- While at work and trying to service the communities/children I work with – also personally to be more empathetic
- Use it to teach other (share knowledge with my co-workers, others, etc)

- Educate my friends, family, co-workers, strangers about importance of equity and diversity, be an active bystander when witness racism or discrimination
- The knowledge gained from this roundtable is something that can be actively applied to all aspects of social interactions
- To help inform our agencies' strategic planning
- Use topics that I've learnt and apply to my workplace
- Using bystanders
- Developing policies and changes in my agency through our equity diversity inclusion committee
- Shout it out to whoever will listen
- Be more aware of what I say, or be reflective
- I will take what I've learned today back to our organization to share with the staff
- Better prepared to engage when I see oppression/discrimination/hate
- I will use my new knowledge in my workplace, and pass anything I can on to my co-workers, peers, and family
- I will use my knowledge of bystander engagement in my daily work
- Be a better intervener. Cut it at the root.
- In my day to day life with work and personal
- Talk to my agency and look for changes to be made
- I will be providing my team at work with highlights and an overview of what I heard and learned today.
- I feel so much more confident in my awareness and understanding in supporting peers across the community
- Make conscious choices in my interactions so that the behaviour becomes the norm. Be a helper not a bystander.
- Morning sessions clarified and informative about culture, barriers i.e. Islamophobia. The afternoon session expanded on the topics\*
- As a reminder to myself and to educate and support others
- Apply it to daily work setting
- Share with colleagues, liked the scenarios discussed – shows that there are many ways of being an engaged bystander; help work to strengthen our community members who feel isolated/disempowered
- At work, board development and at home and in community
- Be more mindful – make less assumption (s). Ask questions and stop acting like I know more than I actually do – I got 0 out of 6 on pop quiz – what an eye opener for me
- Apply it in workplaces, religious organizations, schools, universities, community at large

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

- Racism, immigrants, discrimination, bullying, harassment, equity diversity & inclusion
- **Sexuality diversity**
- Learn more about bystander intervention. I felt like we just touched the surface.
- Cross-sectional relationships with equity and inclusion. More collaborative processes.
- Anti-Black racism
- How to work toward Black and Indigenous solidarity
- Anti-Black racism, Trans discrimination and biases. Have Black and Trans speakers. **Recognition and discussion of black history, slavery and roots in Canada.**
- I liked the video scenarios
- **Diversity and mental health**
- **Employment and diversity**
- I was very impressed with the Islamophobia speakers – Aasiyah and Nadia. I would like to learn more from them. Also, I very much enjoyed listening to James and Rabia speak and would like to hear more from them
- Women's rights (although was discussed today)
- **Accessibility for those who identify as disabled**
- **I would love to learn more about the resources and supports for youth with hearing loss and vision impairments**
- Policies affecting Muslim communities and systemic oppression
- **I would like to learn more about various kinds of disabilities and how we can make accommodations easier for them**
- What type of supports are available when dealing with or fighting Islamophobia
- Disability and daily struggles we might not know about
- Educate more about bystanders' actions
- More on "bystanders"
- Avenues for increasing awareness of our services

- How to become more of an effective individual at being an empowered bystander
- More equitable Halton, how to better achieve this?
- **Diversity, inclusion and equity in general ->in a more systemic way**
- Human trafficking
- Hearing about newcomer experiences
- Bullying intervention
- I would love to learn about Muslim cultures
- Proper ways of interaction with different groups
- **Intersectionality, socio-economic status and impact on lived experience**
- Best practices on sponsoring refugees/asylum seekers
- How to build on this knowledge. Cultural learnings that are accessible (i.e. webinars, etc)
- Muslim culture, customs and religion
- Indigenous inclusion and engagement in organizational planning
- “Canadian Culture Competency” , “What is ‘Canadiazatoin’ and Acceptance
- Ageism including elder abuse
- More understanding of the culture and beliefs in order to acquire cultural understanding
- **Poverty and Inclusion/Equity, Service Delivery with Inclusion**
- **Anti-Black Racism, more on anti-oppressive language and how to educate sensitively**

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

- Please do another panel. Panel with minorities with disabilities was good. Thank you for the Conference.
- Thank you for all your knowledge.
- Some speakers were more engaging than others. Panel comments too long after lunch. **After lunch, better having something with more audience participation after lunch to prevent sleepiness.**
- **Well planned and timed. If sessions would have an interactive component to it, it would be great.**
- Excellent → Aasiyah and Nadia. I'll be recommending them as speakers to another event to help spread the word.
- Thanks for coming and the work that you do!
- Thank you!
- Room cold (felt cold)
- I felt the panelists spoke too long in their initial personal introductions. I would have liked more informative and engaging panelists like Rabia. Amazing Speakers → Rabia Khedr, Aasiyah Khan and Nadia Hasan
- More focus on possible systemic intervention would be helpful.
- Great job!
- Enjoyed my day! More speakers on the community panel.
- Great choice of speakers
- It was great → speakers were awesome!
- Excellent, informative speakers. Relatable content can be utilized by myself and others when witnessing discrimination and racism.
- I thought the guest speakers/panel were very well spoken and encouraged a lot of interaction and input from the audience.
- Speakers were vey engaging! Lots to think about. Thank you!!
- Captions for the videos
- Thanks – great job!
- Men also face Islamophobia so it would be nice to include scenarios/situation where men are involved. This conversation started with Islamophobia and commented to Muslim women.
- Wonderful conference that made me think about how I would react if I was put in a situation where a person was a victim of racism, hate crime, etc.
- The panel was a bit random and did not relate to the mornings subject
- Thank you! The speakers were diverse and engaging.
- I think making connections to our daily work to elaborate and open discussion on how this impacts our work as service providers. Event felt safe to be able to share our thoughts/input.
- Great session today!
- I cannot thank you enough for today. The wealth of information I gained empowered me in my personal and professional life.
- Some of the panelists did not seem to have a prepared speech that connected to the main idea of the event.
- A good day!

- Would have been good to have an Agenda
- **Provide booklets, paper...something to write on/take notes to share with colleagues and others**
- Fantastic job. Everything ran so smoothly – this is a testament to a great organization and the background work that went into organizing the conference.
- Please – do NOT bring police to this conference. It is damaging for participants. Be more critical when picking speakers.
- Too cold in room
- **Having names of individual organizations and groups for networking. Ice breaker was needed.**
- Good reminder that I may be a person – female – black – but I have strong bias that needs to be challenged – thank you for doing that today.
- Balanced and knowledgeable speakers. Hats off to the conference planning committee
- Thanks! Venue → It's cold!