

The Charter Project



Halton Equity, Diversity,
and Inclusion Charter
Project Overview, 2019

Samina Zubairi
Halton Equity and Diversity Roundtable
504 Iroquois Shore Road
Oakville, ON L6H 3K4



April 22, 2019

An Open Letter to Our Community
Re: Halton Equity, Diversity, and Inclusion Charter

Dear Residents of Halton,

Please review the enclosed report, outlining the wonderful process undertaken by your neighbors at the Halton Equity and Diversity Roundtable, with one goal in mind. We envision an inclusive community where individuals are valued, respected and empowered. To do so, we determined a community tool was desperately needed – we present to you the **Halton Equity, Diversity, and Inclusion Charter**.

The Halton Equity and Diversity Roundtable is so grateful for the opportunity to partner with the Ontario Trillium Foundation to deliver this product. We have tremendous respect and gratitude for the contributions made by our community's most vulnerable residents. These residents shared their experiences to create this fluid document for the betterment of the community at-large. For that, we are indebted. Simply put, without the financial support of groups like the Ontario Trillium Foundation and the individual contributions of private residents, projects like this would not be possible.

Thank you for your time and consideration. In the event you have any questions about the contents of this project, please contact me directly: 905-339-3525, extension 3298.

Sincerely,

Samina Zubairi
Coordinator
Halton Equity and Diversity Roundtable (HEDR)

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I. Introduction to the Halton Equity and Diversity Roundtable

Organization Overview

The Halton Equity and Diversity Roundtable (HEDR) is a community collaborative, forged by individuals and organizations that are committed to building systemic inclusion and equity within the Halton region. The Roundtable is a community resource for sharing knowledge and information, providing access to tangible tools, and facilitating trainings on how to develop more inclusive and equitable policies, practices and services.

HEDR provides an opportunity for community members to nurture equity and inclusion, thereby enriching communities throughout Halton. HEDR provides the opportunity for the community to collaborate and work towards the common goal of advancing equity and inclusion through networking, training, and resources.

HEDR in the Community

The Halton Equity and Diversity Roundtable (HEDR) strives to enhance equity and inclusion in Halton's vast and varying, growing communities. With changing demographics, and corresponding increases in human services, HEDR recognizes that emerging needs of residents. This lens requires a greater appreciation for diversity, growth, and the integration of inclusionary practices throughout the region.

HEDR provides its members, and the community at large, opportunities to participate in innovative projects and initiatives that champion equity in Halton. We construct these objectives through the facilitation of bi-monthly trainings, workshops, and discussions on equity, diversity, and inclusion, with our membership group.

HEDR has previously shed light on Indigenous rights, Islamophobia, gender equity and identity, and newcomer social integration at our annual conference. HEDR facilitates a conference each year, bringing together organizations and community advocates to champion the positive impacts of equity, diversity, and inclusion initiatives.

Additionally, HEDR provides an Organizational Self-Assessment Tool for organizations. This tool allows organizations to critically evaluate their equity practices and also aides them in developing a more diverse and inclusionary workplace.

The diverse input, ideas, and contributions of the entire Halton community are valued.

II. Diversity in Halton

Halton at a Glance

Diversity in Halton is flourishing, changing and growing at a rapid pace. The visible minority population has seen a substantial increase with the influx of new residential developments, particularly in Milton and Oakville. Halton's visible minority population (25.6%) has surpassed the national average (22.3%). There are 139,000 residents of Halton who identified as members of a visible minority population (2016, Statistics Canada).

Table 1. Distribution of visible minority groups in Halton, 2016

Visible Minority Population	Percentage of Total Visible Minority Population
South Asian	38%
Chinese	15%
Black	12%
Arab	10%
Filipino	8%
Latin American	7%
Aboriginal Peoples	1%

The largest group of visible minority populations are South Asians. Within the Greater Toronto and Hamilton Area (GTHA), Halton's percentage of South Asians is second only to Peel Region (51%). On the opposite end, although Aboriginal Peoples account for just 1% of the total population in Halton, numbers have doubled (+106%) from 2,640 to 5,455 in the last ten years (2016, Statistics Canada).

To put this in context, this is a tremendous shift from what has previously been experienced in Halton. In 2006, less than 14% of the population identified as a visible minority, compared to just 9% in 2001. The leap to a 25.6% population representation is significant. Now, one must consider how these events relate to the equitable and inclusive social welfare of Halton's new, diverse neighbours.

Marginalization in Halton

Despite the perceived affluence of the Halton community, almost one in ten families live in poverty (9.4%). Milton has the highest poverty rate (11.7%), followed closely by Oakville (11.2%), Burlington (7.2%) and Halton Hills (6.7%). Further, racialized minorities and immigrants are disproportionately represented in poverty. In Halton, 26% of recent immigrants are living in low-income.

HEDR is seeking to minimize the harms and racialized marginalization by enhancing, and introducing, efforts towards inclusion. Systemic barriers contribute to the harms of racialized marginalization in Halton. Some examples of such systemic barriers include, but are not limited to, the under-employment of minority populations, the over-representation of minority populations with law enforcement and subsidized communities, even the societal misrepresentations of those various faith and ethnic backgrounds.

When speaking with residents regarding this project, many shared candid experiences that further articulate systemic marginalization:

“I am not aware of community activities and when I read Snap’d - I am not sure how I am included... I love living in Halton, it is a great choice for my kids, but it doesn’t feel like a place for me yet.”

- Burlington Resident

“Residents on fixed-incomes, low-income earners, along with newcomers, cannot afford programs offered in the community. This impacts the opportunity for kids to play in sporting events with their peers in high income homes.”

- Oakville Resident

Barriers I have seen for the refugee family I sponsor are: language barriers, access by public transportation, lack of knowledge of what is available in the community, low literacy and computer skills. [The requirement to] independently access community resources is a barrier.”

- Oakville Resident

Transportation is a significant issue in all Halton communities. [There is] no transportation from Halton Hills, Brookville, or Campbellville to the rest of Halton. This creates a barrier for residents with mobility restrictions disabilities. Health care is predominately in Burlington and Oakville.

- Halton Hills Resident

III. Creating an Equity, Diversity, and Inclusion Charter

What is an Equity, Diversity, and Inclusion Charter?

The Halton Equity, Diversity and Inclusion Charter is a living document based on feedback from Halton's residents and community stakeholders. The Charter reflects the realities of resident experiences and will advocate for a community that commits to removing systemic barriers and championing inclusionary practices in Halton. The purpose of the Charter is to guide the Halton community together towards embracing equity, diversity and inclusion in the region.

How Does a Charter Benefit the Community?

The Equity, Diversity and Inclusion Charter of Halton will act as a unique document to combat systemic barriers that exist in society and work towards ongoing efforts in fostering inclusion and equitable practices. The Charter can help us, as a community, to influence discussions and efforts in our community that address discrimination and inequities, and create a collaborative approach to spark new, progressive and positive change. The Charter benefits the community by moving Halton forward to achieving equity through identifying, advocating, and implementing initiatives that make Halton barrier-free. Simply put, the Charter reflects the needs of the community. It encourages continued dialogue related to inclusion and enriches individuals to feel more valued and empowered in the community.

Charter Success Stories

Halton Region, inclusive of Burlington, Oakville, Milton, and Halton Hills, is quickly evolving with changing needs and demographics. In neighboring communities, Peel Region has the *Regional Diversity Roundtable (RDR)*, and Hamilton has the *Hamilton Centre for Civic Inclusion*. Both of these regions have seen strong benefits from coordinated and focused inclusion work. The RDR in Peel has the Diversity and Inclusion Charter Project, which resulted in the creation of the Diversity and Inclusion Charter of Peel as a regional initiative to foster inclusiveness and equity in the community.

Recognizing the benefits from other regions has influenced HEDR to focus on addressing the needs of the community through similar initiatives in Halton. The intent behind HEDR's Charter Project is to yield positive outcomes, which would lead to increased public commitment and awareness on equity and diversity in the region, through consultation with the people in the Halton communities.

IV. Research Process

Importance of Community Input

HEDR recognized that inclusion in Halton requires an inter-disciplinary and collaborative lens. The team was committed to ensure the research process acknowledged this. HEDR's *Coordinating Committee* and *Outreach Working Group* created a survey and community consultation process to gain input and feedback from the community.

The Charter research process underwent this data collection through a very grassroots approach. For example, a community animator was selected to hold this outreach, as opposed to a conventional consultant. This community animator was selected based on practical, lived-experiences as a marginalized member of the Halton community. This decision allowed our research to have efficacy through both a content and context lens.

The data captured was fluid. Information flowed from the bottom up, allowing the voices in the community to be captured and represented through the research process. The entire approach was predicated upon respecting community members and empowering them to be the experts of their own experiences.

Community Animator vs. Consultant

To ensure a grassroots perspective for the project, the intent behind engaging a community animator versus hiring a consultant was carefully considered. While a consultant is a content expert, well positioned to lead a charter project and develop a framework for the community consultations; they will not possess the critical lens of systemic marginalization that may only be acquired through lived-experiences. HEDR recognized that the benefits of utilizing a community animator would involve a context expert who could drive the research process through the lens of intersectionality, lived-experiences, and harm reduction. The community animator can advocate on behalf of the community in a manner that a consultant cannot.

As an equity and diversity roundtable, HEDR believes in advocating for a community where everyone, including those with lived-experiences, have the opportunity to succeed. Utilizing the strengths of a community animator aligns with HEDR'S vision of empowering individuals to have a strong impact and belonging in our community.

Methods of Data Collection

Both quantitative and qualitative data were captured in the research collection methods of the charter project; through surveys and public engagement. The process involved the development of a survey, with a set minimum of 200 participants.

Survey questions, a sample:

What does it mean for an organization/business/community to be diverse, inclusive and/or equitable?

Is Halton diverse, inclusive, and/or equitable?

What makes you feel a sense of belonging to a community?

What barriers prevent you from feeling included in the community?

In addition to utilizing surveys for data collection, the project involved conducting consultations in the community. Focus groups, through collaboration with community partners and organizations, were hosted with diverse demographics in Halton. A total of five public consultations were conducted, ranging from 1.5 to 2 hours in length. The consultations were targeting diverse, vulnerable, and marginalized groups within the community.

Represented demographics:

- ***Immigrant, refugee, and newcomer populations***
- ***Youth***
- ***Seniors***
- ***Individuals identifying with LGBTQ+***
- ***Female-led, single parent families***
- ***Low-income families***

The following is a summary of the groups that were consulted:

Organization Type	Date
Women's organization	February 4, 2019
Subsidized housing residents	February 6, 2019
Racialized minorities	February 20,
Youth group	March 18, 2019
Settlement organization	March 21, 2019

The community animator facilitated the groups through interactive workshops, engaging participants in discussions to provide input on what equity, diversity and inclusion really means to those who live in Halton. Reaching out to diverse groups in the community also allowed HEDR to promote discussions and to raise awareness around equity and diversity issues in the community.

Workshop questions, a sample:

What does an inclusive community look like to you?

What makes you feel included in the community?

What barriers do you feel towards being included in this community?

To appreciate the contribution of community members attending the consultations and workshops, incentives were provided to all participants, in the form of gift cards and meals.

Intentional Outreach

Ensuring the Charter is reflective and representative of the diverse demographics throughout the Halton Region was paramount. Selection factors were considered of where the community consultations would be conducted.

Factors of outreach selections:

- ***Reaching diverse demographics;***
- ***Engaging residents from all municipalities in Halton;***
- ***Working collaboratively with community partners and stakeholders;***
- ***Utilizing neutral venues to host consultations;***
- ***Ensuring time of consultations are suitable for resident participation.***

In addition, the surveys were sent to organizations across Halton that service vulnerable and marginalized populations in order for the data collected to reflect the realities of Halton's residents and their experiences.

Animator Interpretation

"As a long-time resident of Halton, I know the geography, history and communities very well. When I was told about the opportunity to talk about Halton and how it's Inclusive, Diverse and Equitable, I thought it was an excellent opportunity to evaluate how much the area had matured in my 40 plus years.

Belonging to a marginalized group growing up, identifying within the 2LGBTQ, I have lived experience of discrimination, alienation, and cultural acceptance. Because of where I lived in Halton, transportation was a barrier, resolved only by getting a car. This was why I could relate and talk with everyone in the consultations, on several levels. As a parent, as a youth growing up, as low-income earner and living on a fixed income, and as a marginalized man. My opportunities for employment were reduced because of my orientation. The culture I identified with was illegal, a mental disorder and religiously unaccepted. My interest was to see how much has changed in Halton, what stayed the same, and what actually is better. Much to my surprise, it is better.

One community consultation I heard this, and it meant so much to who we are in Halton. 'Instead of being a melting pot, it should be a salad.' She was right, a pot is a mix of everything. One grand flavour, like Toronto. But we are a salad, one great meal. We all retain our own identity and contribute our flavour. It was well said, and after reflection on it several times, it was what this area is all about. From the vast geography of the Niagara Escarpment, to the lakeside of Oakville and Burlington. It's a great area."

V. Project Findings

Community Strengths

Participants throughout the outreach process appeared to align to a several themes, one of which was comments around safety and security.

"When I go jogging some people greet me in English or my own language, it makes me feel included"

"When I can walk in my own dress, the shalwar kameez, it makes me feel included and safe."

Many comments from newcomers, people on fixed-incomes and the LGBTQ2+ community, expressed many strengths towards belonging in Halton. Additionally, libraries received praise for having books from all countries, origins, and languages. Further, the ability to share culture with family was noted as being extremely valuable to participants. Participants expressed positivity around the fact that local grocery stores offer a vast variety of offerings, designed to be representative of many cultures.

In addition, participants also regularly noted comments of inclusion and belonging, freedom of religion and the ability to celebrate diversity with comfort.

“When I go to different nationality stores, like the Korean supermarket, I feel so included.”

“Calendars now recognize various cultural holidays and celebrations”

Overall Statistics

52.1% agree that Halton is diverse

21.1% agree that Halton is inclusive

40.8% agree that Halton is equitable

Community Barriers

Throughout the process, there were certainly very difficult responses to interpret due to the nature of the commentary. For example, affordable housing, mobility and language barriers, transportation, and marginalized communities were often matters of concern. While Halton is doing great in many areas, there is so much work to reduce stigma, racism, ableism, Islamophobia, and equity among neighbourhoods.

“Signage and advertising is monoculture...all faces are Caucasian... portraying of smiling, well-to-do people on a yacht or in an expensive car with straight, white teeth”

“I don't see 'myself' or the groups I feel I belong to reflected in the organizations or community.”

“Racism, systemic and historical advantages and disadvantages for some groups, income inequality, lack of knowledge and/or access to opportunities to improve one's lot in life, establishing Halton as a place where only certain people are welcome - if you're white and are of a higher socio-economic level.”

“People not acknowledging me in any way if I attend a program/event...needs to be accessible for individuals with disabilities.”

“Not being able to physically access areas in my community. Not being able to bring my support dog with me. Lack of education about religions, cultures and differences.”

“Expensive activities and programs, segregated housing for those in poverty, lack of transportation, and lack of community events.”

Transportation barriers were also regularly articulated, and not exclusively from residents in Halton’s north. Though, barriers to transportation, accessible services, and governmental services were a regular complaint of those living in North Halton.

“Bus Schedule – not convenient for young people who don’t drive. It’s hard to get around.”

“Lack of covered bus stops in Milton and parts of Oakville, though wealthy areas have covered shelters.”

“There is no bus when I’m finished work late at night, I sometimes have to walk or get a cab.”

“No bus from Campbellville to Milton at all now. I had to quit my job... Not fair!”

Overall Statistics

26.8% disagree that Halton is diverse

29.4% disagree that Halton is inclusive

30.9% disagree that Halton is equitable

Community Needs

A major takeaway from this exercise was the clear, expressed need for community consultations in decision-making. The community desires representation and input towards diverse policy-making. Unfortunately, in some cases, elected officials were viewed as not seen or listening to community voices.

“In a culture and society ruled by the letter (or interpretation thereof) of the law, this is difficult, and I appreciate that difficulty. However, in order for there to be just practices, we must acknowledge that we are not all the same, per se; and that what one may need, another may not need in order to achieve or appreciate similar results...I would really like to see more lower income residents (especially single parents) included in the power structure, on committees, and accommodations made to allow for that (such as childcare, etc.)”

Additionally, a frank note regarding housing was a regular stated need. More affordable housing is needed. This is so important for families looking to buy a house, for singles to move out and live independently, and for others to join the community to attend educational opportunities.

"I would like the ability to be able to afford to live where. I would like to see people who look like me where I live."

"Something needs to be figured out to get residents into subsidized housing or to get them out to buy their own home."

"There are no creations of affordable housing now."

Finally, in all corners of the community, there were distinct claims of racism. This is something that can be experienced and articulated in such a variety of ways; some of which are captured below.

"HOW ABOUT NOT BEING INCLUDED IN THE FIRST PLACE! ANTI-BLACK RACISM, EXCLUSIONARY PRACTICES AGAINST TRANS PEOPLE."

"The inability to practice your faith openly and confidently. Losing an opportunity or not being hired for something because of the colour of your skin or because you don't "fit" the culture/mould because you look or believe in something different. Lack of prayer spaces. Lack of knowledge about cultural differences or lack of cultural competence in different sectors."

"School board and schools are not representative of the community when only one religion is celebrated or even acknowledged. Even HEDR seems to be Muslim focused, which excludes others in minority religions. Having publicly funded Catholic schools highlights the importance of one religion over another, like kids celebrating Christmas and Easter at school."

Gap Analysis

The Region of Halton is diverse. Diversity is seen in the geography and the culture. Yet, it is critical to understand the current context of Halton in many aspects of life. In many communities, affluence is more apparent than disparity - while many enjoy an accessible lifestyle, there is a strong polarizing reality. Access to affordable housing, community programs and adequate transportation

were some of the top concerns and challenges that resulted from the data collection process.

Residents have identified challenges with getting to work, accessing healthcare, transportation schedules and costs of programs at community centres. While some can afford housing or access to extracurricular activities, for marginalized groups, these are barriers. The imbalance of life experiences and opportunities can cripple a person's sense of self-worth and belonging. Furthermore, the lack of cultural understanding has led some residents to become isolated, resentful and withdrawn. Comments were brought up by community members, expressing barriers that reflect their reality of experiences.

“Affordability and transportation have been barriers for me. Barriers I have seen for the refugee family I sponsor are language barriers, locations being too difficult to access by public transportation, lack of knowledge of what is available in the community, lower literacy skills and computer skills are a barrier to learning more and independently accessing community resources.”

“Moving into a neighborhood where the majority of people around are Caucasians and no one makes an effort to be friendly. Get the feeling of being watched all the time. The neighborhood organizes a street party and your house is on that street and you have not been invited.”

Comments from community members suggested their desires, such as:

“More work at the community level, collaborating with organizations/agencies to advocate and fight Islamophobia. Organizations (maybe) heard of Islamophobia but don't know what it looks like or how their policies can be racist or discriminating.”

“Understanding intersectionalities and understanding how they impact residents and individuals.”

“The goal to apply equity to all residents is to create more affordable housing, increased participation with community activities and improve transit so everyone can move fluidly with Halton. Youth can work outside their home, save for school, rent a place, and participate in community events. Adults can join groups at community centers and create a balanced feeling of inclusivity and community.”

Another critical comment that came from a community member was on the importance of reconciliation being paramount and acted upon.

“I would like to see public acknowledgement in the form of a plaque which states that we are on the waters used by the Mississauga’s of the Credit River First Nation near all the docking points and piers in Halton. The words in the plaque should be co-written with an appropriate knowledge holder.”

Such comments suggest potential gaps in addressing the needs of residents in Halton, including those individuals with intersecting identities, and current practices which may not be meeting their needs. A gap lies where current services do not reflect the voices of the community and thus the reality of some needs being unmet.

Unique Perspectives

Inclusivity is the area where Halton leadership can build community on, where it needs to bond the cultures, and promote diversity and understanding. Halton is growing fast, but it is at a prelude where it can continue to be excelling in inclusion.

From the data that was collected, there is a need and desire to enrich the area and communities, but leadership is lacking within the region. For example, newcomers are looking to celebrate with others and share their festivities and culture with local communities in Halton. This was reflected in some of the comments from community members in the data attained.

“Community events, street parties where culture, traditions are shared.”

“I would love to continue to see regular community events that are tailored to a wide range of people.”

“Let’s advocate for a community where everyone loves one another and helps each other and is not sidetracked by all this diversity socialist ideology nonsense.”

“Focus on cross-cultural, intergenerational initiatives. The natural alliance between children/youth and seniors transcends race, and culture - we should celebrate and nourish that. Job opportunities, more cultural events and celebrations.”

“Establishing a diversity, equity and inclusion policy at municipal government levels, promoting events that celebrate diversity.”

One possible solution can be to be investing in areas such as community centres with accessible programs, events and cultural sensitivity.

Critical Analysis (Community Animator Lens)

“There are many current, real issues and forms of oppression preventing Halton from being more inclusive and equitable. As a resident that identifies within the 2LGBTQ group, I did not feel safe growing up, and reaching my potential was unrealistic because being part of a marginalized group was open season for elitism. The area can continue to grow but there is a risk of developing into marginalized areas and becoming divisive by culture, race, orientation, and socioeconomic predispositions, only to name a few factors. Halton can bring about change and prevent this by investing in community centres, affordable housing, urban planning, and culture sensitivity.”

VI. The Halton Equity, Diversity, and Inclusion Charter

Community Animator's Recommendations

The Equity, Diversity and Inclusion Charter will:

- Provide meaningful community engagement
- Promote excellence in diversity and inclusion within the Halton Region
- Promote safe and healthy communities
- Maintain public awareness and education strategies to address equity and diversity issues in our community
- Evaluate the impact, success, and improvement opportunities
- Foster zero tolerance around stigma of those living within marginalized communities.
- Demonstrate a clear commitment to build on equity and inclusion work and to strive for more
- Build a community that values and respects individuals for their talents, skills and abilities
- Create a culture that strives for equity and embraces, respects, accepts and values differences

VII. Recommendations

Dissemination of the Charter

HEDR will continue its efforts to formalize and promulgate the Equity, Diversity and Inclusion Charter of Halton by posting it online on HEDR's official website, and transmitting it through various ways and channeling it to a wide range of community groups, individuals and organizations, and through Halton's municipalities. The Charter will include a formal signage and HEDR will ensure that all groups, individuals and organizations who sign and endorse the Charter are publicly recognized for their acceptance towards valuing, respecting and embracing diversity and equity through the Charter's vision

Translating the Charter

The Charter will be translated in the top 10 languages that are spoken by Halton's residents in order to allow the Charter to be accessible to more individuals within the community. HEDR recognizes the importance of meaningfully engaging the diverse multilingual residents of Halton in order to strengthen diversity in the community, which will bring the Charter to life at the local and grassroots level.

Implementation of the Charter

HEDR will continue to collaborate with organizations to implement the Charter's commitments and ensure the Charter, as a living document, is reflective of the needs of the broader community. HEDR will continue to promote the Charter to the wider community and support in understanding the intersectionality between barriers and equity and diversity-related issues. HEDR recognizes the importance of ally-ship to advocate for individuals in the community and as such, HEDR will continue to bring more key stakeholders and community partners together in promoting Halton as an inclusive and welcoming place to live.

Evaluating the Charter

The Charter will be promoted and evaluated through public consultations and eliciting feedback on the Charter initiative to evaluate its outcomes and effectiveness, and the impact on the broader community.

HEDR hopes that the above will contribute to the following outcomes:

- Increased awareness and reach of the Charter in Halton's communities

- Increased regional acceptance
- Increased endorsement of the Charter
- Increased commitment to the Charter in advancing equity, diversity and inclusion in Halton
- Ongoing evaluation of the overall project's impacts and outcomes

VIII. Acknowledgements

Land Acknowledgement

“Halton, as we know it today, is rich in the history and modern traditions of many First Nations and the Métis. From the lands of the Anishinabe to the Attawandaron, the Haudenosaunee, and the Métis, these lands surrounding the Great Lakes are steeped in Indigenous history. As we gather today on these treaty lands, we are in solidarity with our Indigenous brothers and sisters to honour and respect the four directions, lands, waters, plants, animals and ancestors that walked before us, and all of the wonderful elements of creation that exist.

We acknowledge and thank the Mississaugas of the Credit First Nation for being stewards of this traditional territory”

Reference: The Town of Oakville <https://www.oakville.ca/culturerec/land-acknowledgement.html>

From the Desk of HEDR

HEDR would like to thank all residents, community partners and stakeholders for participating in the development of a Charter to ensure it is reflective of the lived experiences of living in Halton and championing the lens of equity, diversity and inclusion. HEDR would also like to acknowledge the Ontario Trillium Foundation for its generous funding and continued support.

From the Desk of the Community Animator

“Thank you to HEDR for its encouragement and support. To all those who attended the consultations, thank you for sharing difficult aspects of your lives here in Halton. I listened to your struggles with the highest respect. At times, it was hard to accept what I heard and it still happens. There were also many more good things I learned about my neighbors. There is a presence of strength and

willingness in all groups to see equity, diversity and inclusion develop more in all areas of our lives.”

Privacy of Participants

All information collected is kept confidential and participant data is only accessible to the HEDR Coordinator.

Community Partners

- The Town of Oakville
- Oakville Public Library
- Burlington Caribbean Connection
- Halton Catholic District School Board
- Halton Environment Network
- Halton Children’s Aid Society
- Milton Community Resource Centre
- The AIDS Network
- Home Suite Hope
- HMC Connections
- Halton Newcomer Strategy – Youth Action Group
- Halton Community Housing

Funded by:

- Ontario Trillium Foundation

IX. Appendix Items

Halton Equity, Diversity and Inclusion Charter

Download the Charter in Halton's top 10 spoken languages:

<http://hedroundtable.com/halton-equity-diversity-and-inclusion-ed-charter/download-the-charter/>

Download the Charter (in English):

http://hedroundtable.com/wp-content/uploads/2020/11/HEDR-2019_Charter_EN_03.pdf

Endorse the Charter at:

<http://hedroundtable.com/halton-equity-diversity-and-inclusion-ed-charter/charter-endorsement/>