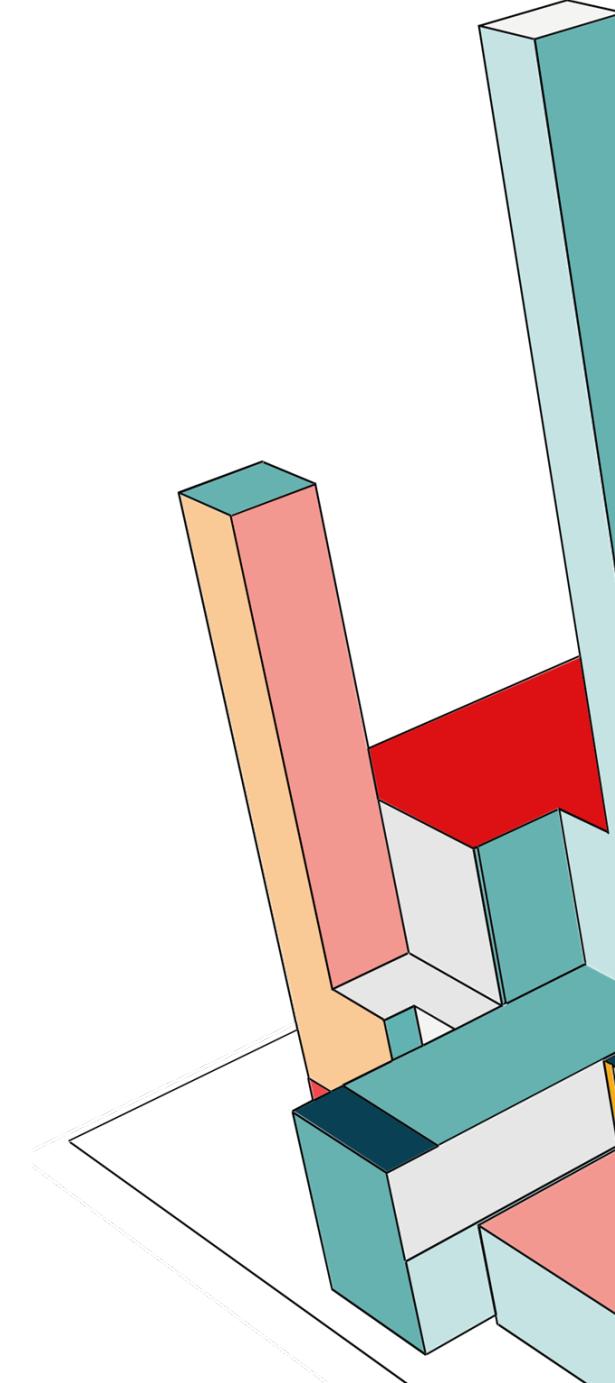




# KEEPING EDI ACTIVE IN TODAY'S CLIMATE

# AGENDA

- Introductions
- Panel discussion
- Audience engagement
- Q&A
- Final takeaways



# TRUTH & RECONCILIATION



National Centre *for*  
Truth *and* Reconciliation

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UNIVERSITY OF MANITOBA



What does it look like for an agency or organization to meaningfully build relationships with Indigenous peoples, organizations, and communities, to advance reconciliation?



# FIRST STEPS

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- Review the Truth and Reconciliation Commission's 94 Calls to action
- Research and discuss the history of colonization and racism in your treaty area and local community
- Individualize Land Acknowledgement to include leadership and commitment to acts of reconciliation in your community
- Build partnerships with Indigenous service providers



# ONGOING...

- Seek ongoing guidance and leadership from Indigenous Teachers and Elders
- Cultural Teaching
- Trauma informed strategies

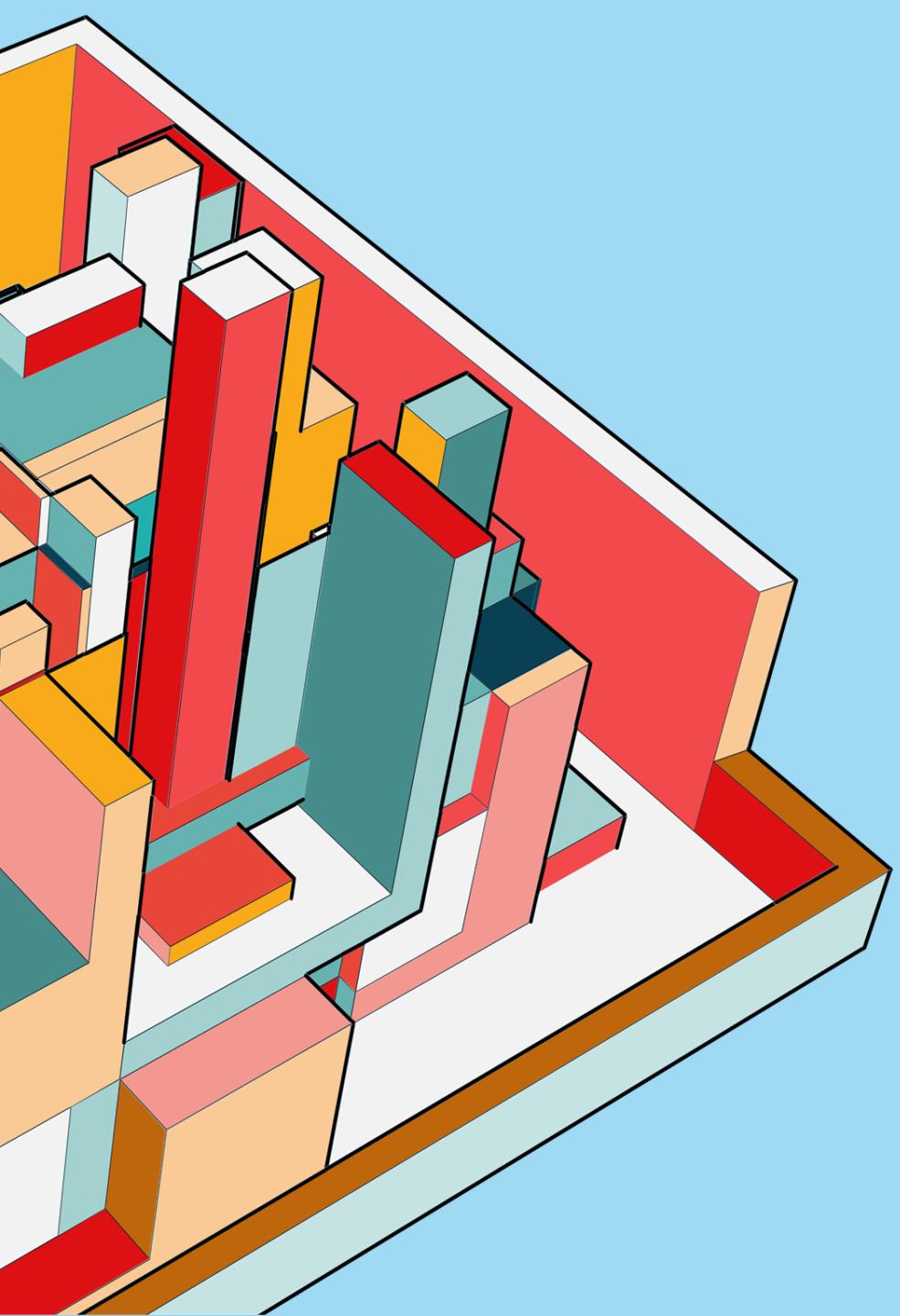




What does it look like for an agency or organization to meaningfully build relationships with Indigenous peoples, organizations, and communities, to advance reconciliation?

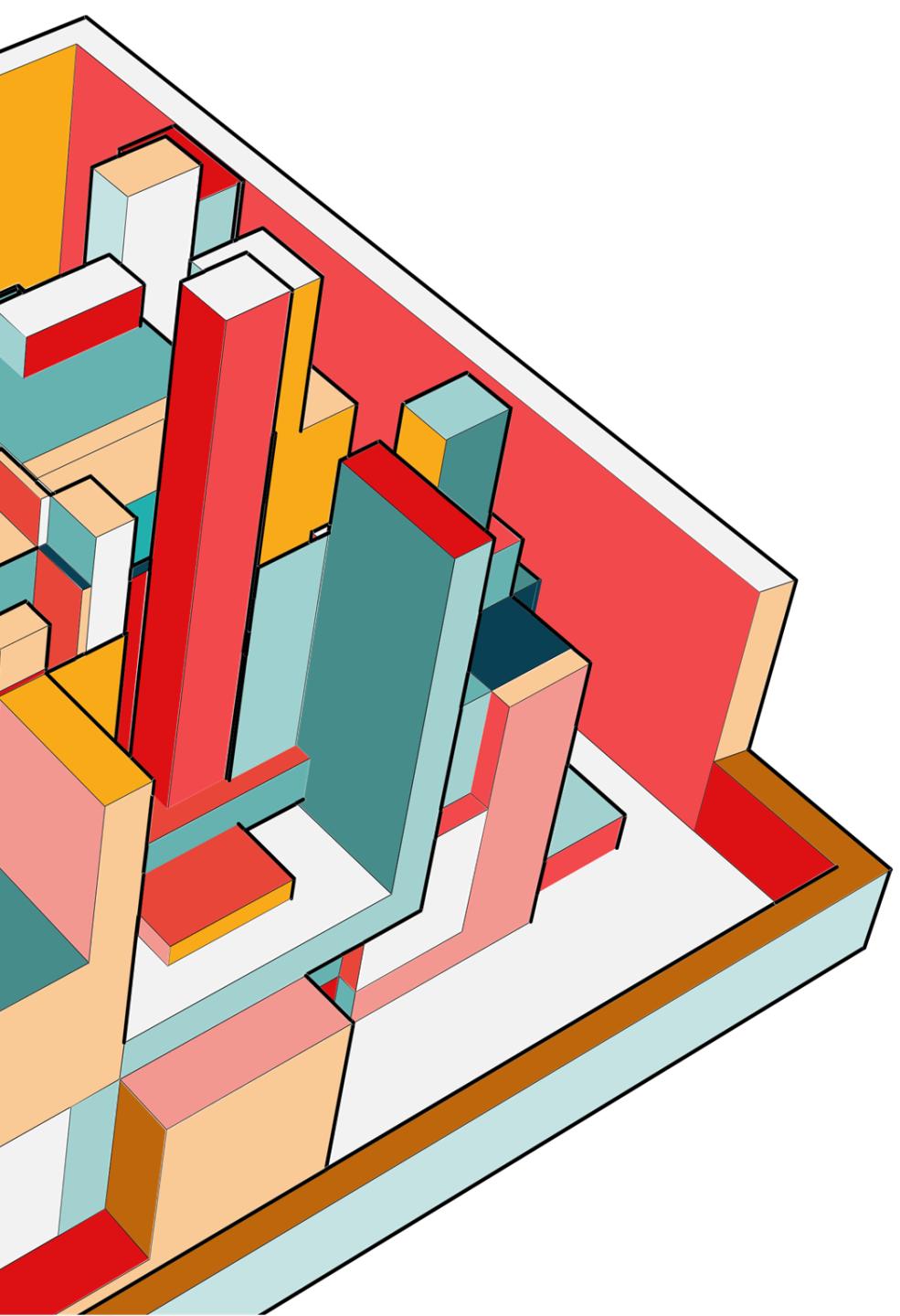


# MENTAL HEALTH & PSYCHOLOGICAL SAFETY



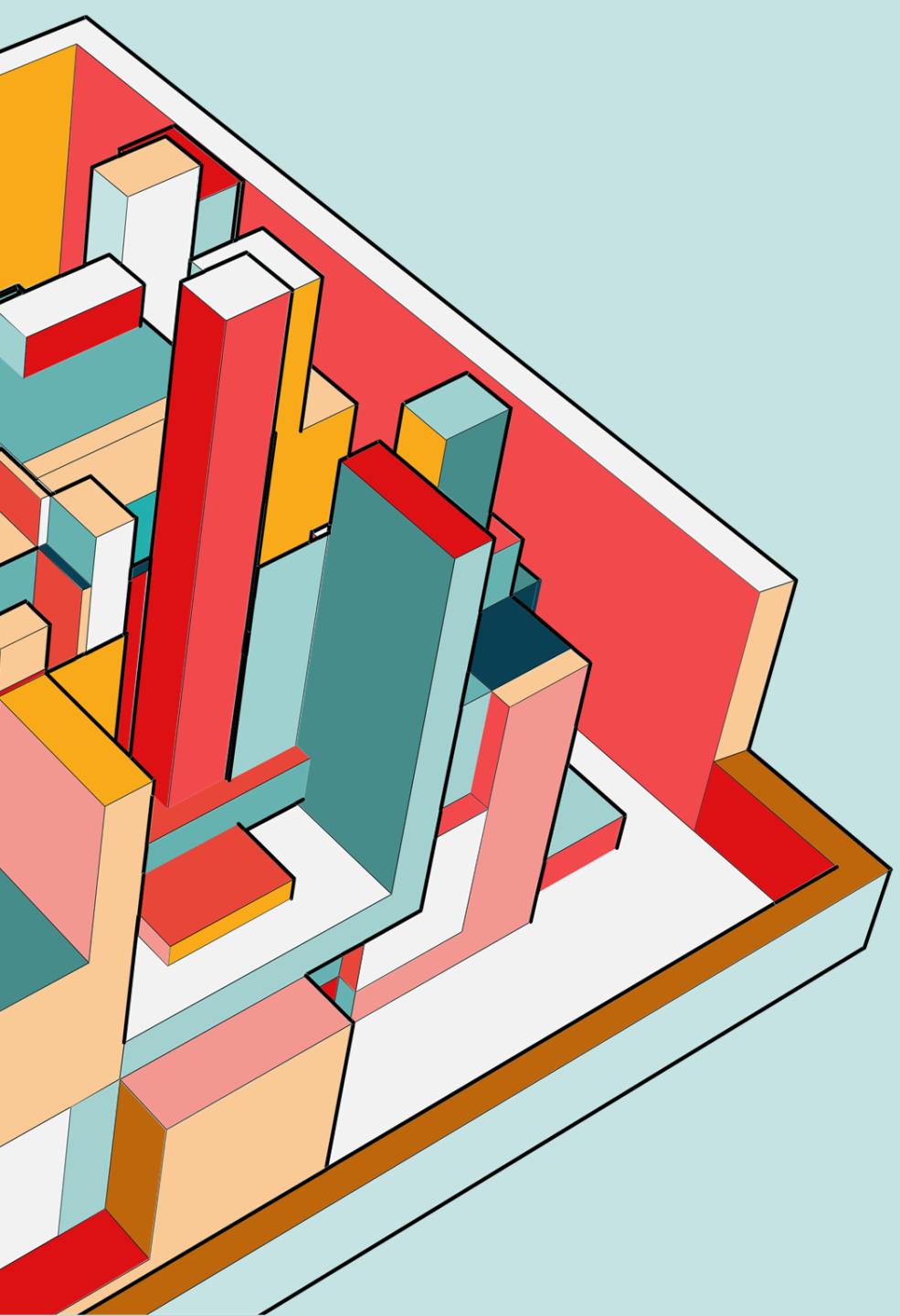
# MENTAL HEALTH & PSYCHOLOGICAL SAFETY

What is the role and/or responsibility of an agency or organization when it comes to the mental health and wellbeing of its staff?



# MENTAL HEALTH & PSYCHOLOGICAL SAFETY – RESEARCH

Research has looked at the connection between culture and mental health, and one of the clearest findings is this: when organizations and institutional processes don't consider the demographics and lived realities of their staff, they unintentionally put them at a disadvantage and increase risk of psychological harm



# MENTAL HEALTH & PSYCHOLOGICAL SAFETY

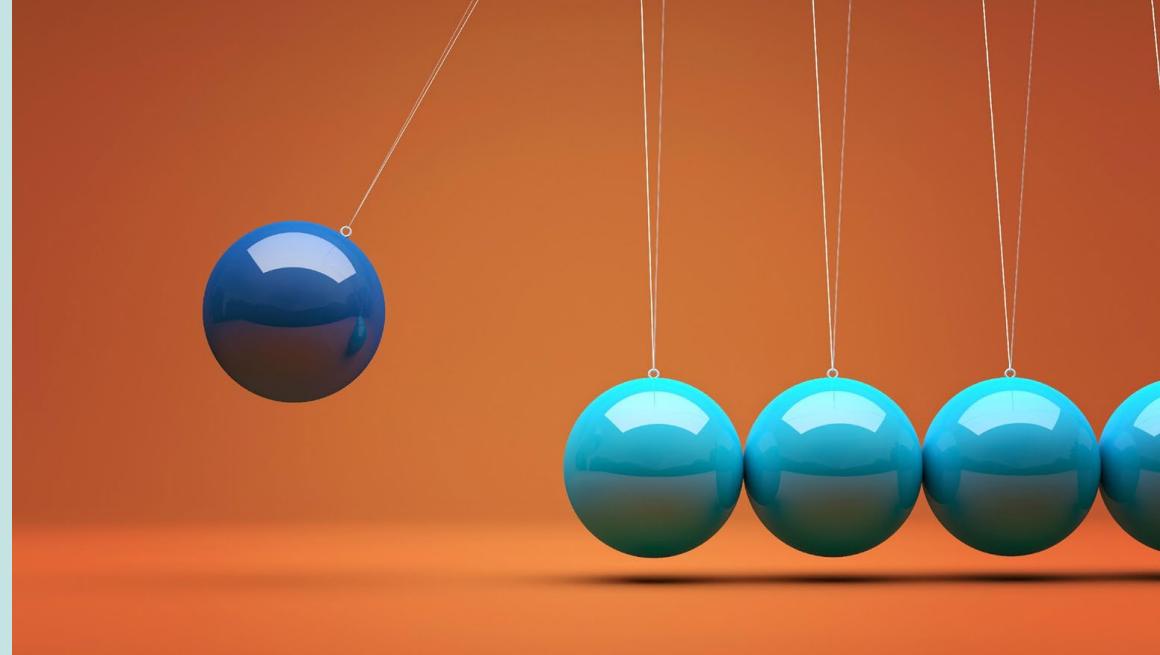
What is the role and/or responsibility of an agency or organization when it comes to the mental health and wellbeing of its staff?

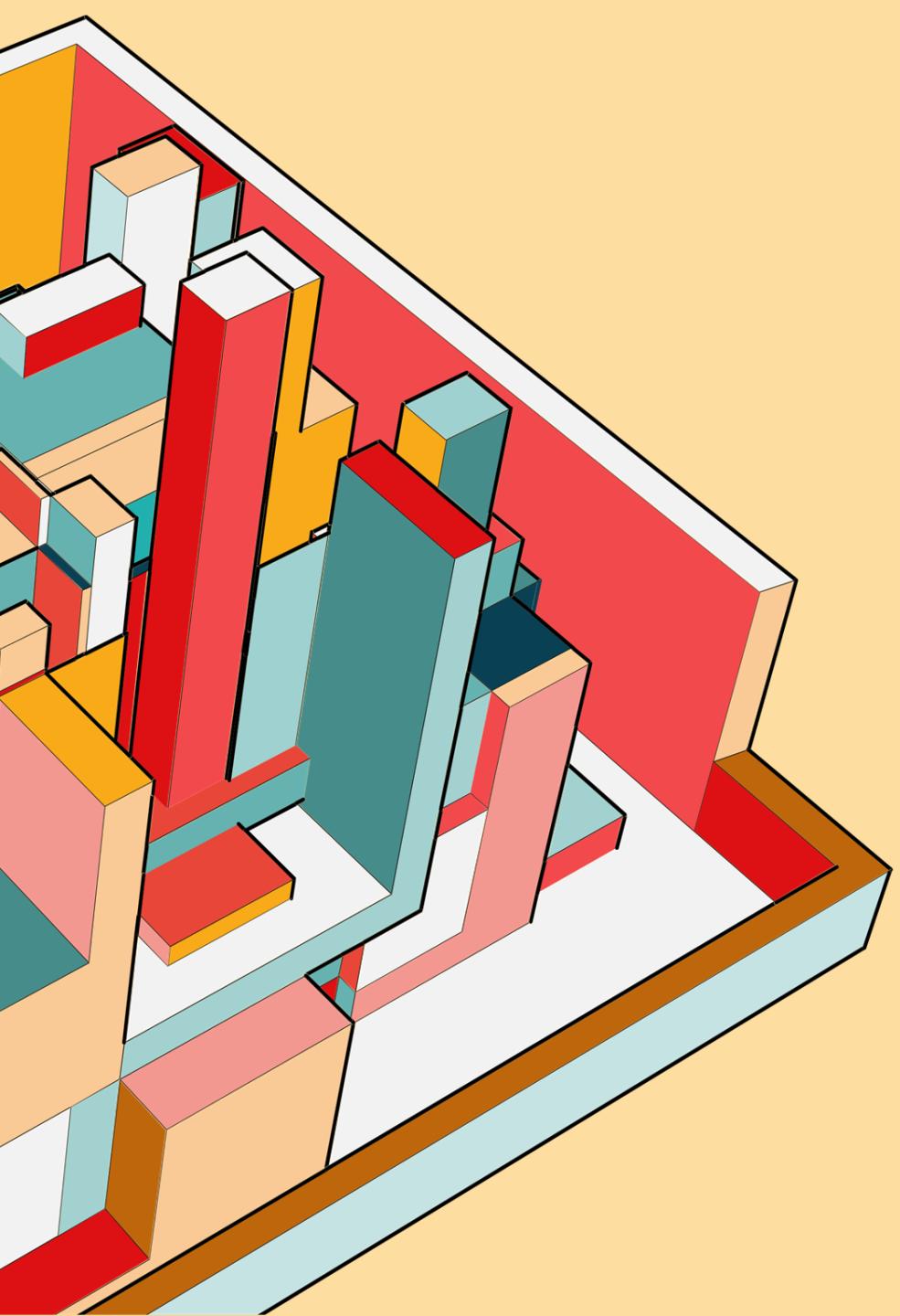


**How do you approach supporting and/or protecting  
the mental health and  
wellbeing of staff in your organization / agency?**

- ⓘ The Slido app must be installed on every computer you're presenting from

# LEADERSHIP & EDI





## LEADERSHIP & EDI

What impact does intentional leadership support have on the success of embedding of EDI in an organization?



## DIVERSITY XCHANGE

Discover DIVERSITY In Action

An online hub advancing  
equity, diversity, and inclusion  
across Simcoe County.

# ACTIVITIES & INITIATIVES

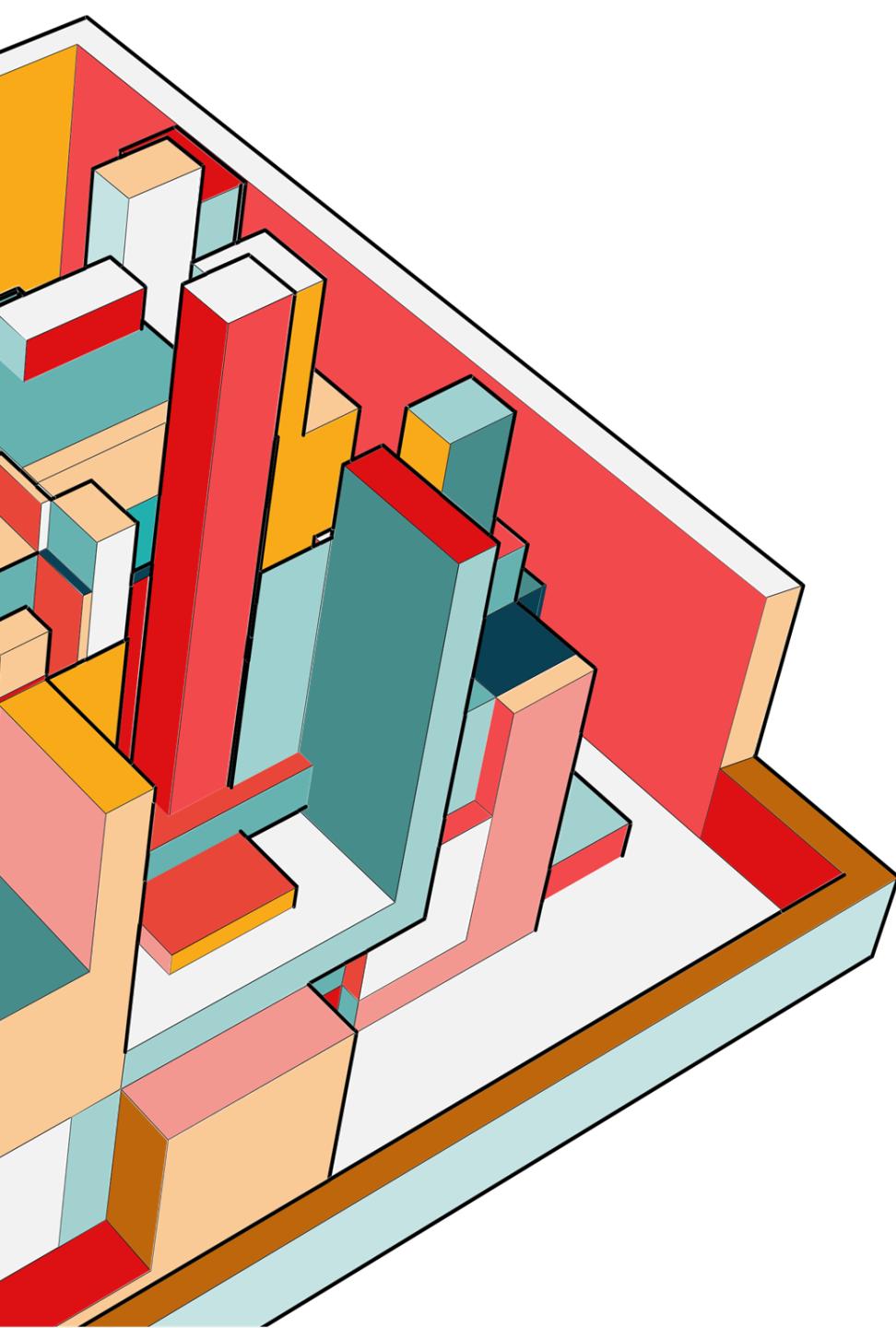
Empower Simcoe Partnered with the Ethnic Mosaic Alliance to launch ***Diversity Xchange***

The Xchange allows people to

**LEARN:** Explore articles, videos, and interactive tools that deepen understanding of diverse cultures, perspectives, and abilities.

**APPLY:** Discover strategies and best practices that help bring diversity and inclusion into everyday environments.

**CONNECT:** Celebrate community events, stories, and cultural highlights that reflect the richness of Simcoe County.



Despite facing greater barriers and funder expectations, Black, Indigenous, racialized-led organizations are leading the advancement of equity, diversity and inclusion in the nonprofit sector

July 06, 2023   Press release

**Lack of sustained resources, capacity and commitment are hindering the sector's collective progress on equity, diversity and inclusion, new study shows**

**SHARE****RELATED NEWS**

Event

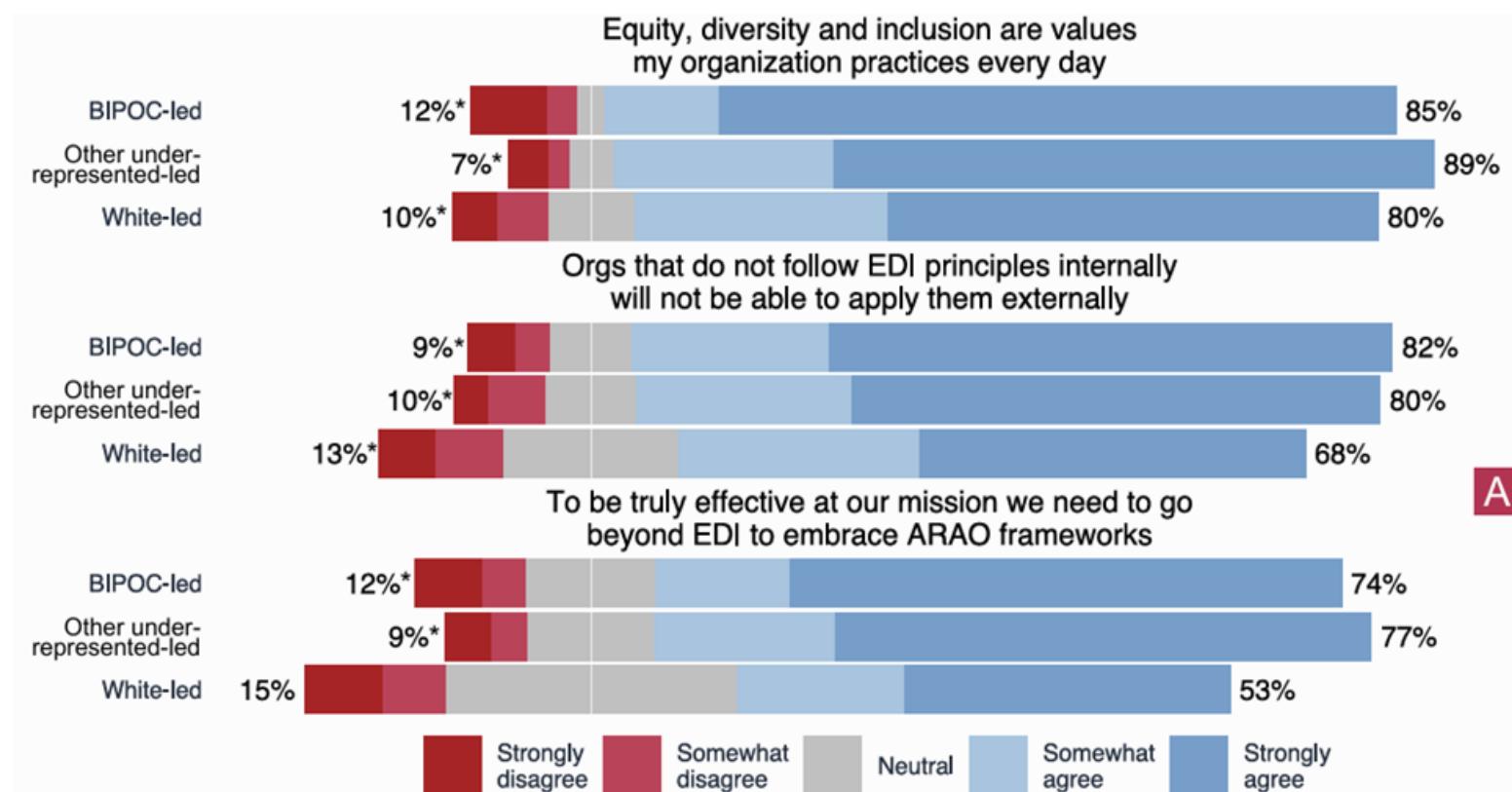
Ottawa Sector Social 2025

October 08, 2025 | 5:00pm - 10:00pm

# While virtually all organizations believe they practice EDI values, white-led organizations are less likely to see the need for greater internal and external efforts.

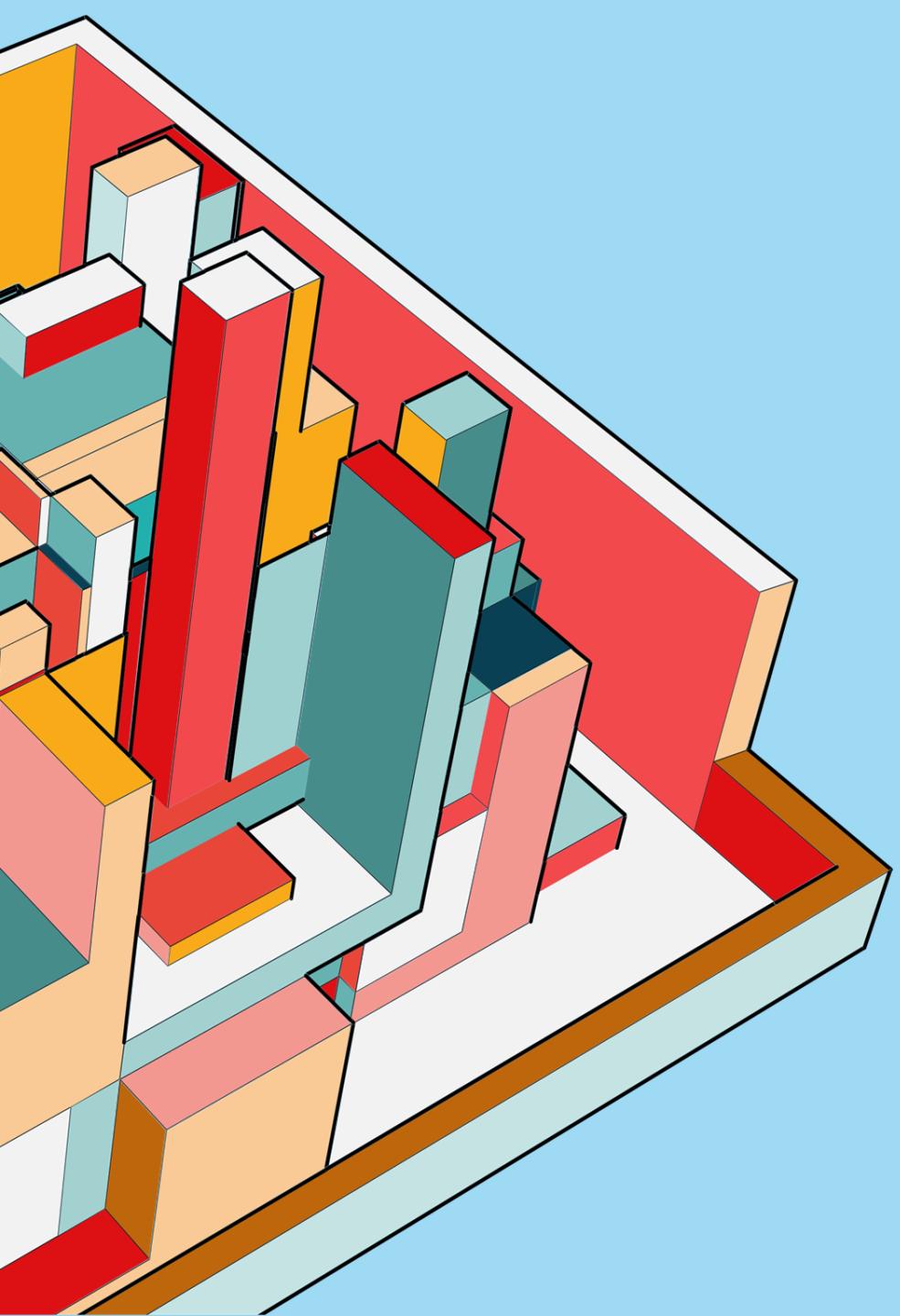
Please rate how much you agree or disagree with each of the following statements.

## % organizations by leadership



**A** The lesser likelihood of white-led organizations to see the need for greater EDI-related efforts is driven more by neutrality on the issues than outright disagreement.

\* use with caution



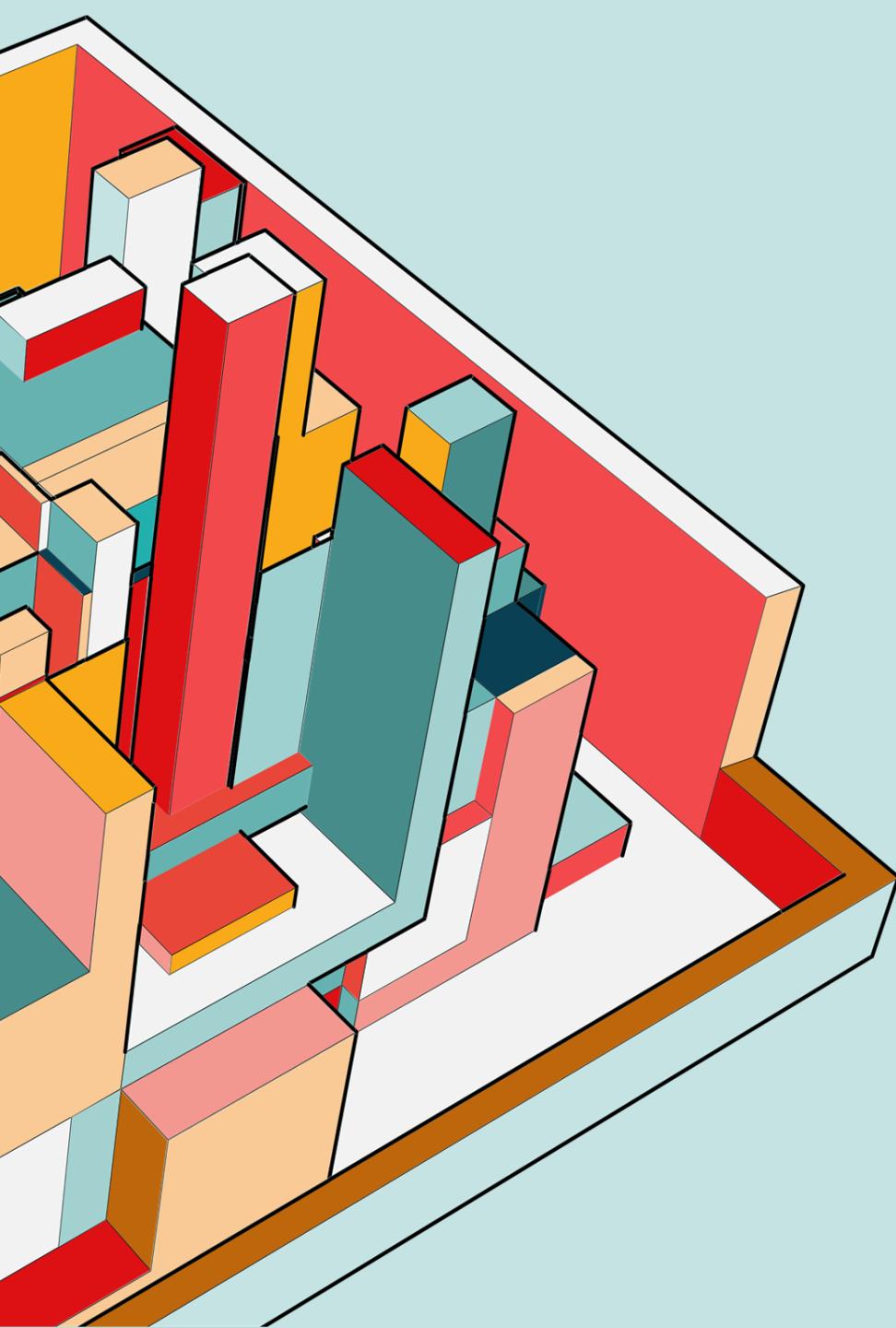
## LEADERSHIP & EDI

What impact does intentional leadership support have on the success of embedding of EDI in an organization?

# MONEY TALKS

How can we continue to invest in EDI initiatives in the current climate of funding cuts, inflation, tariffs, etc.?





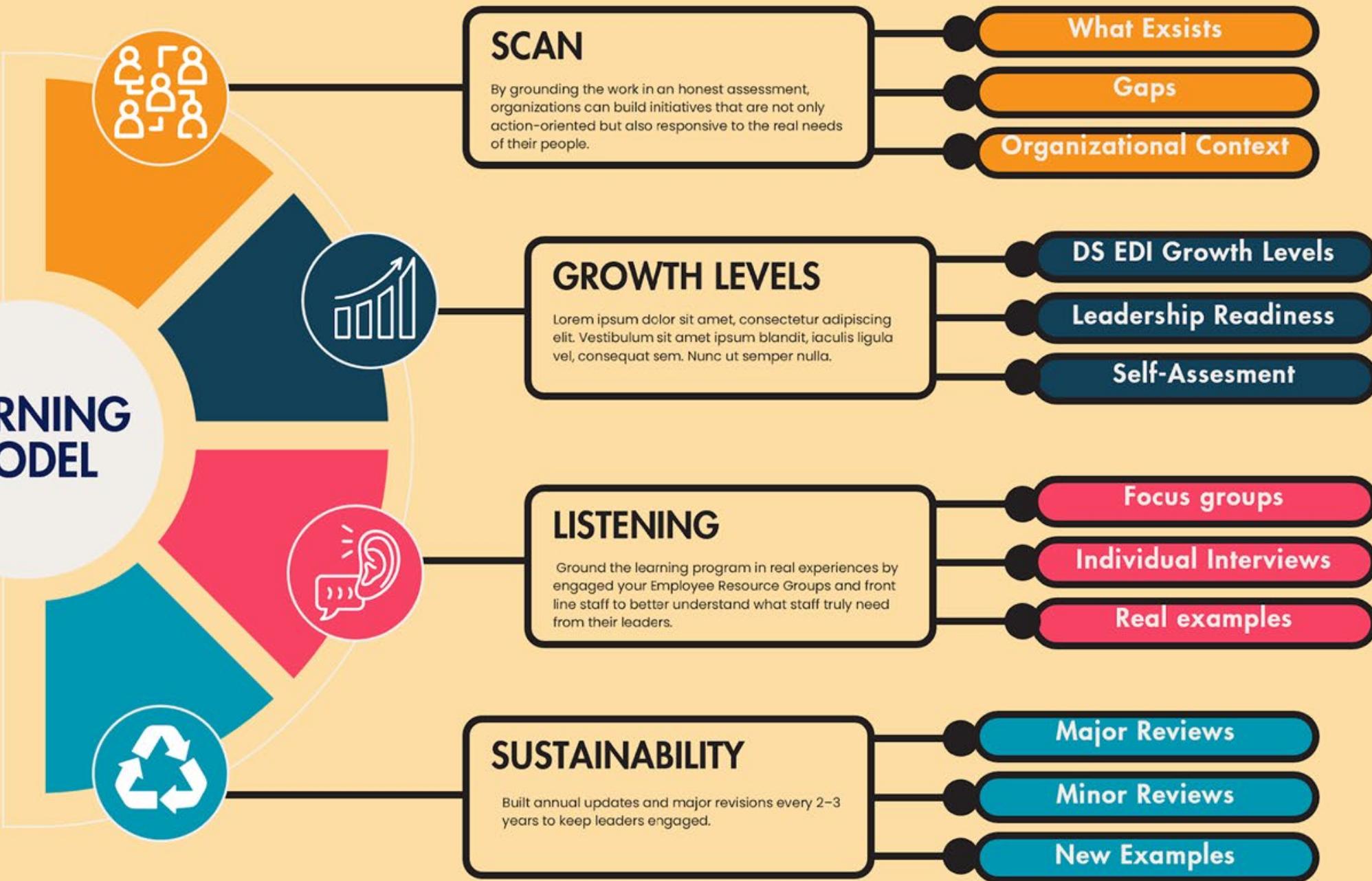
# SUSTAINING EDI LEARNING

## SUSTAINING EDI LEARNING

How can organizations in the developmental sector move beyond foundational EDI training to create leadership programs that empower leaders to embed these principles into decision-making, culture, and strategy?



# LEARNING MODEL



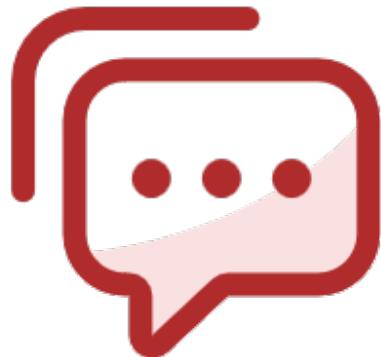


# How are you sustaining EDI learning in your organization / agency?

- ① The Slido app must be installed on every computer you're presenting from

# Q&A



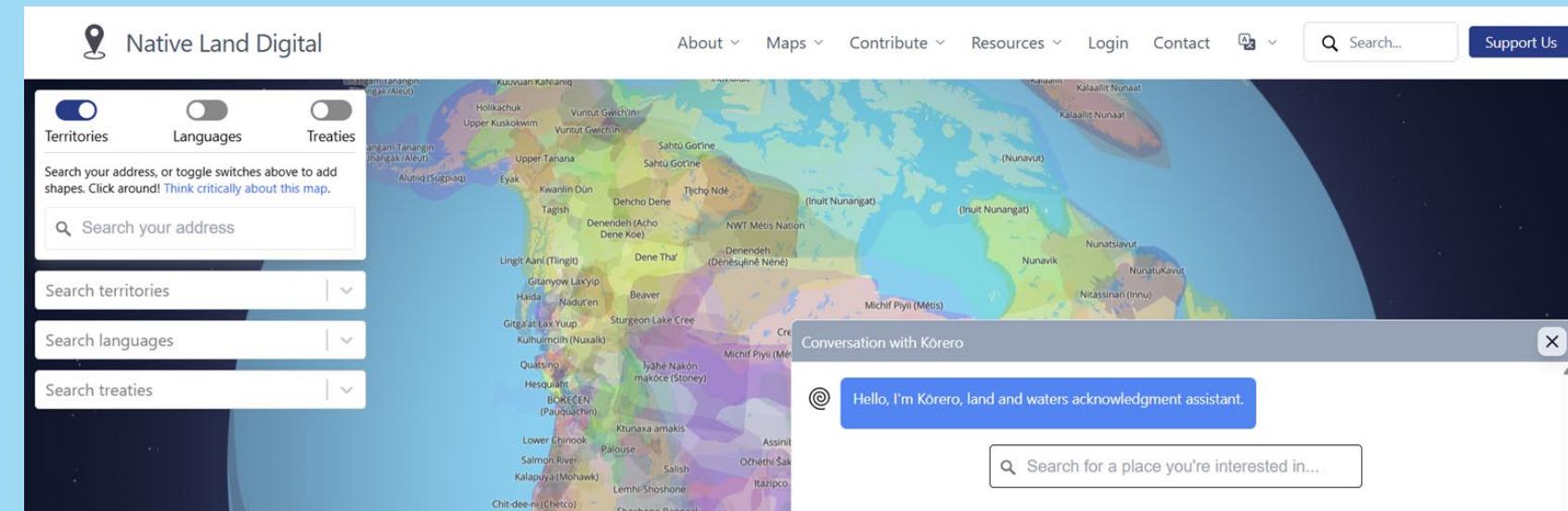


## Audience Q&A

- ⓘ The Slido app must be installed on every computer you're presenting from

# RESOURCES

- Personalized Land Acknowledgement



The image displays two screenshots of websites related to land acknowledgment and diversity. On the left, the Native Land Digital map shows a color-coded map of North America with various indigenous territories, languages, and treaties. It includes search bars for address, territories, languages, and treaties, and a toggle switch for critical thinking. On the right, the REAL Xchange website features a large banner with the text "Equity, Diversity and Inclusion Resources" over a background image of people. The header includes links for Home, Knowledge Exchange, and Collaborate.

# THANK YOU

