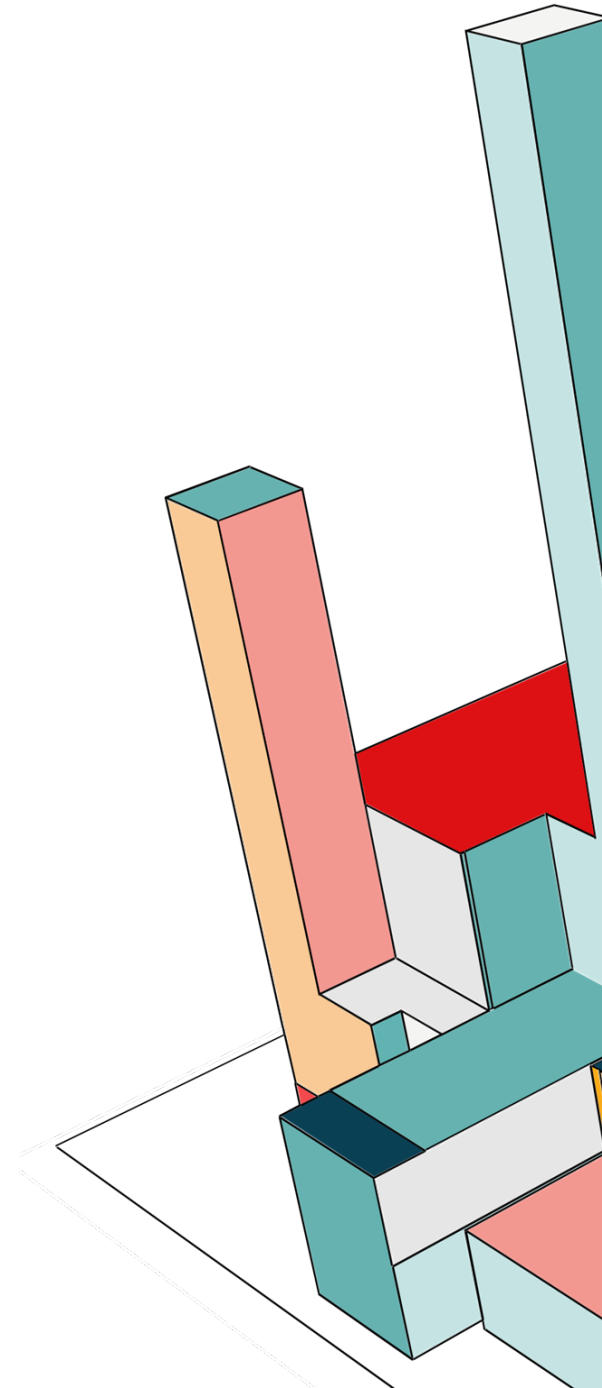
An abstract composition of various 3D rectangular blocks in shades of red, orange, teal, and light blue, arranged in a layered, architectural style on the left side of the image. The blocks have black outlines and are set against a solid light blue background.

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

UNIVERSITY OF MANITOBA



Truth & Reconciliation

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

- 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



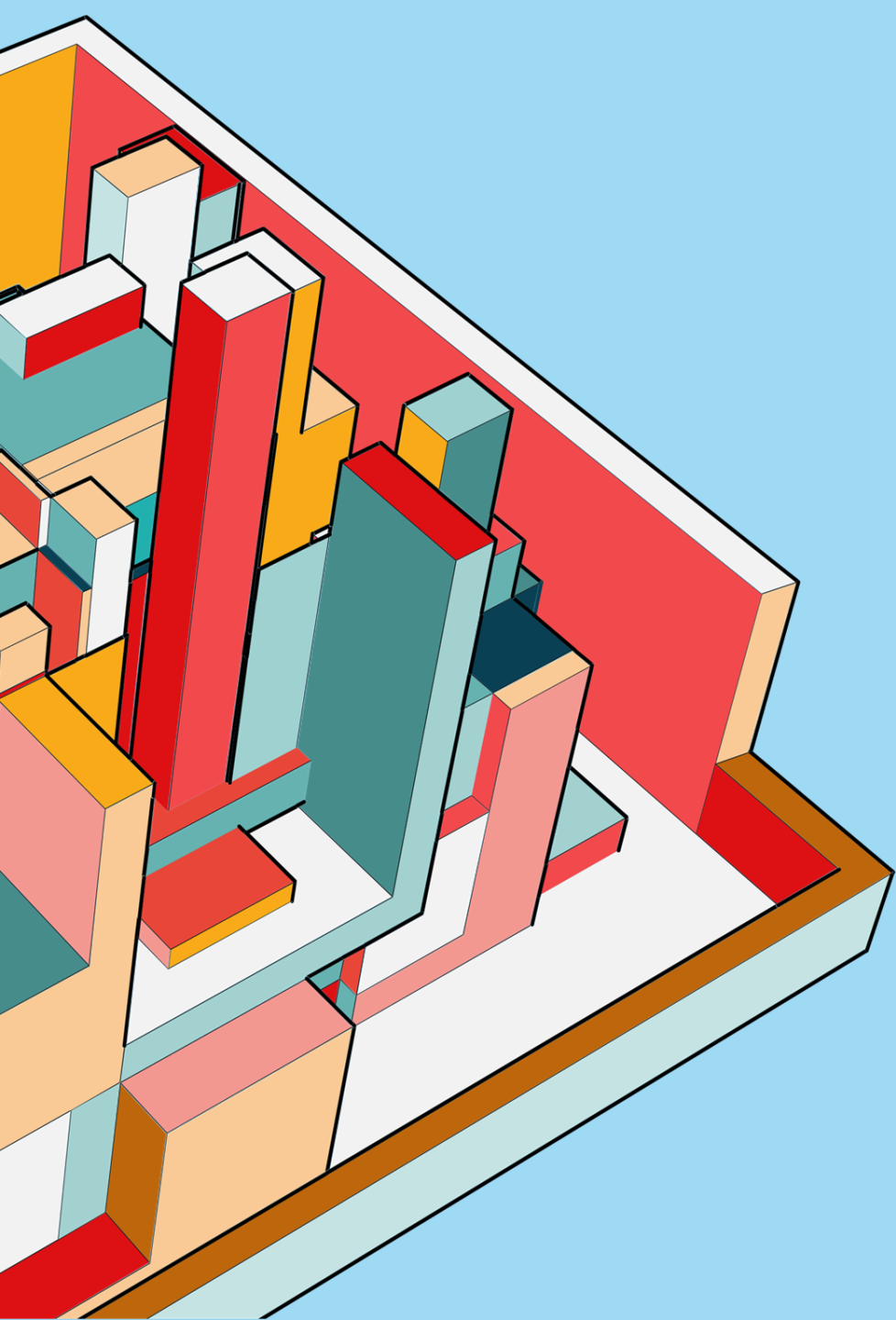


Truth & Reconciliation

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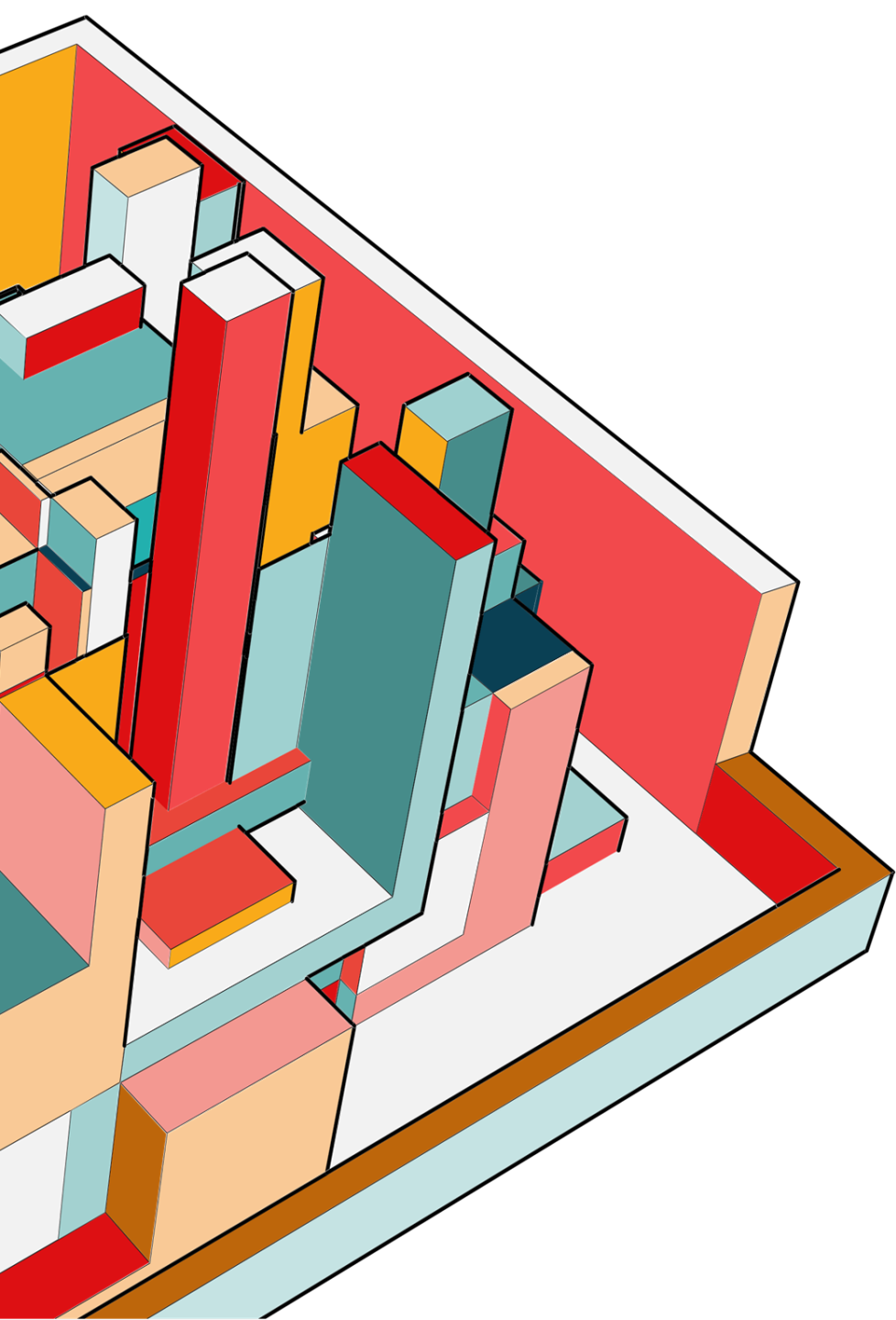


MENTAL HEALTH & PSYCHOLOGICAL SAFETY



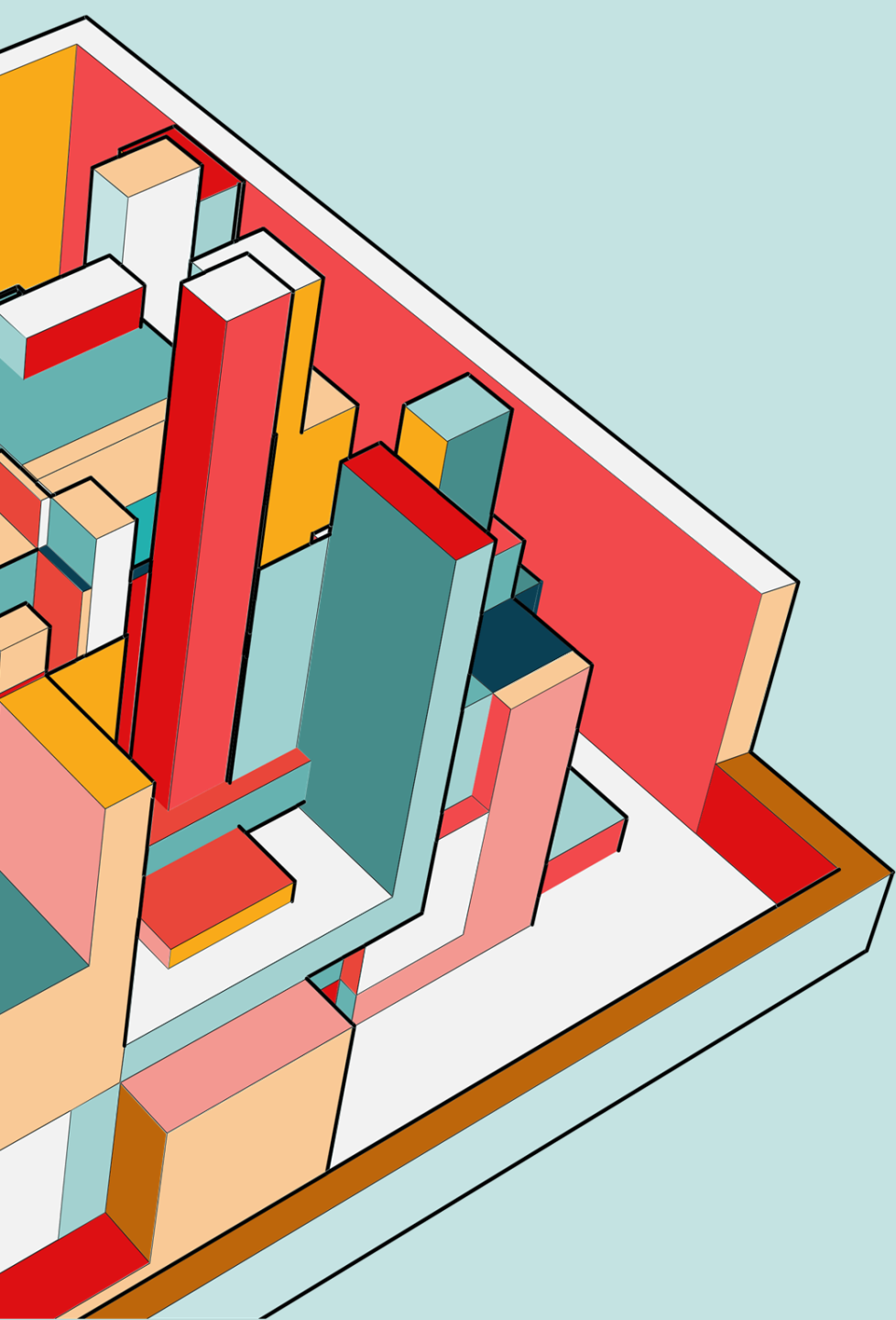
MENTAL HEALTH & PSYCHOLOGICAL SAFETY

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



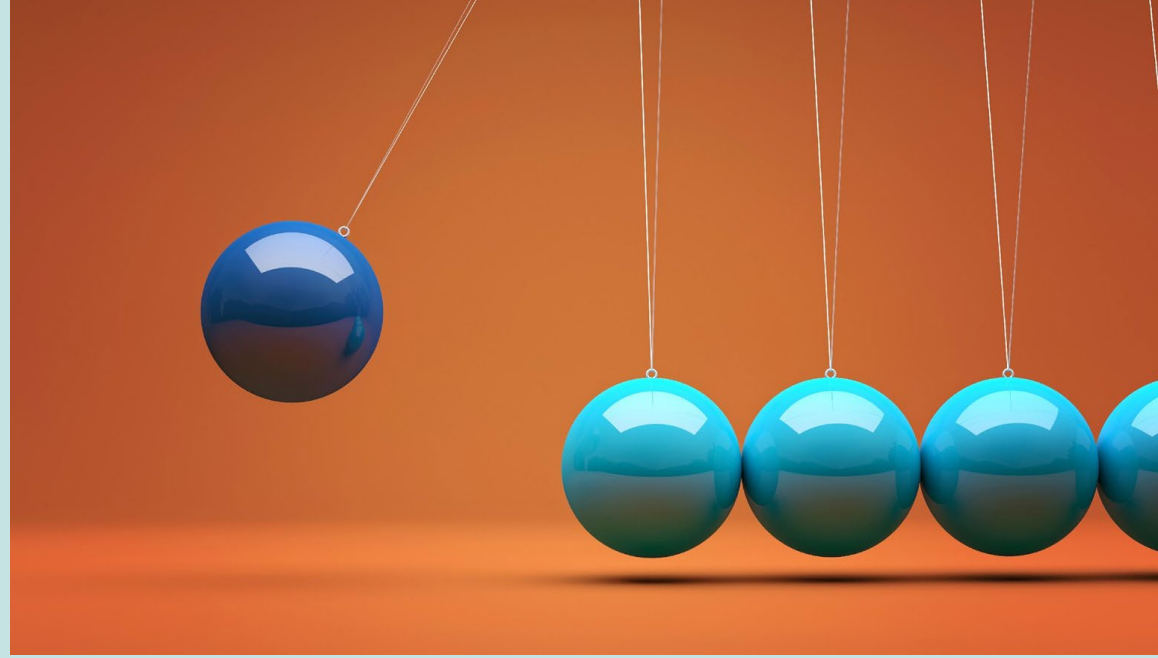
MENTAL HEALTH & PSYCHOLOGICAL SAFETY

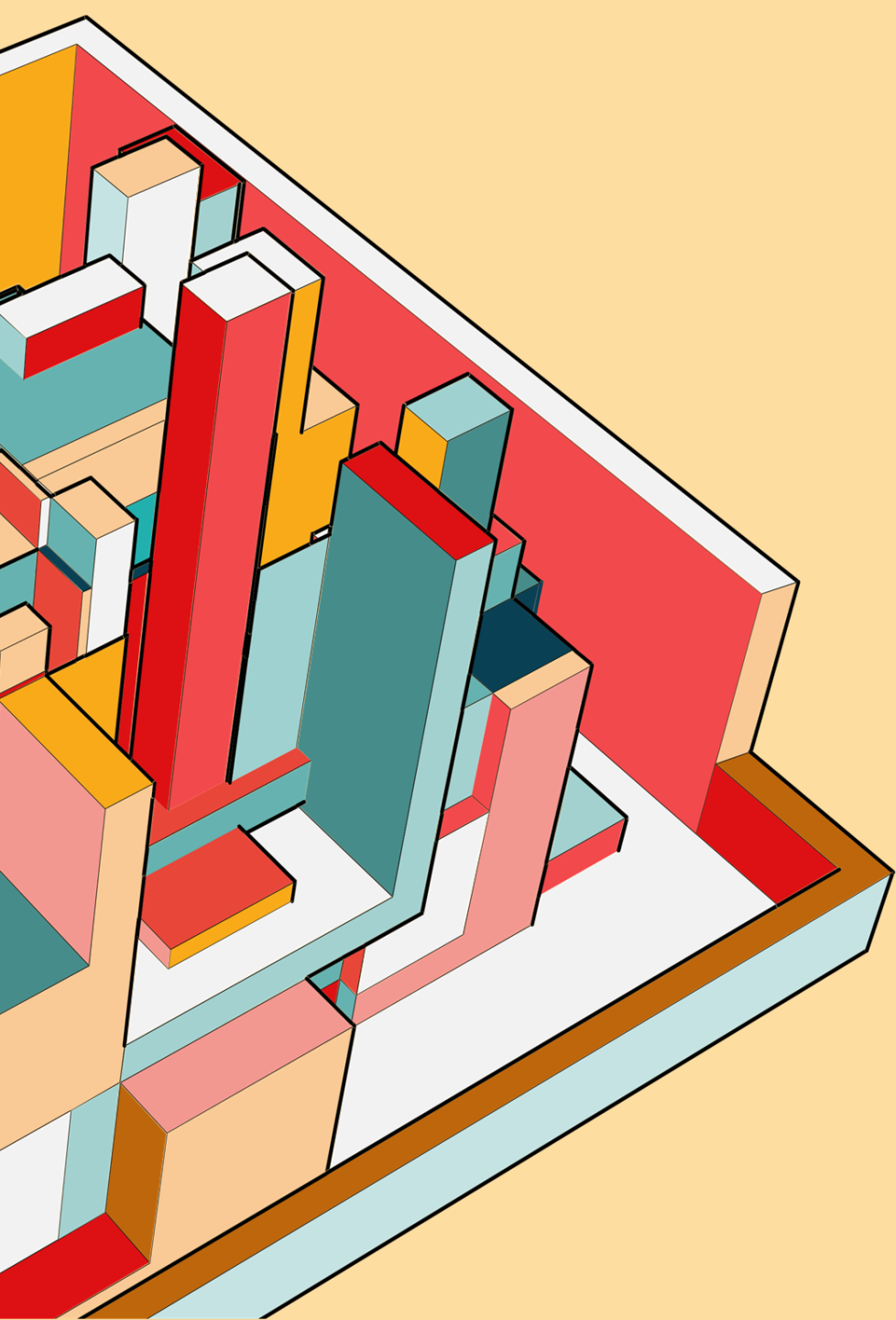
What is the role and/or responsibility of an agency or organization when it comes to the mental health and wellbeing of its staff?



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

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

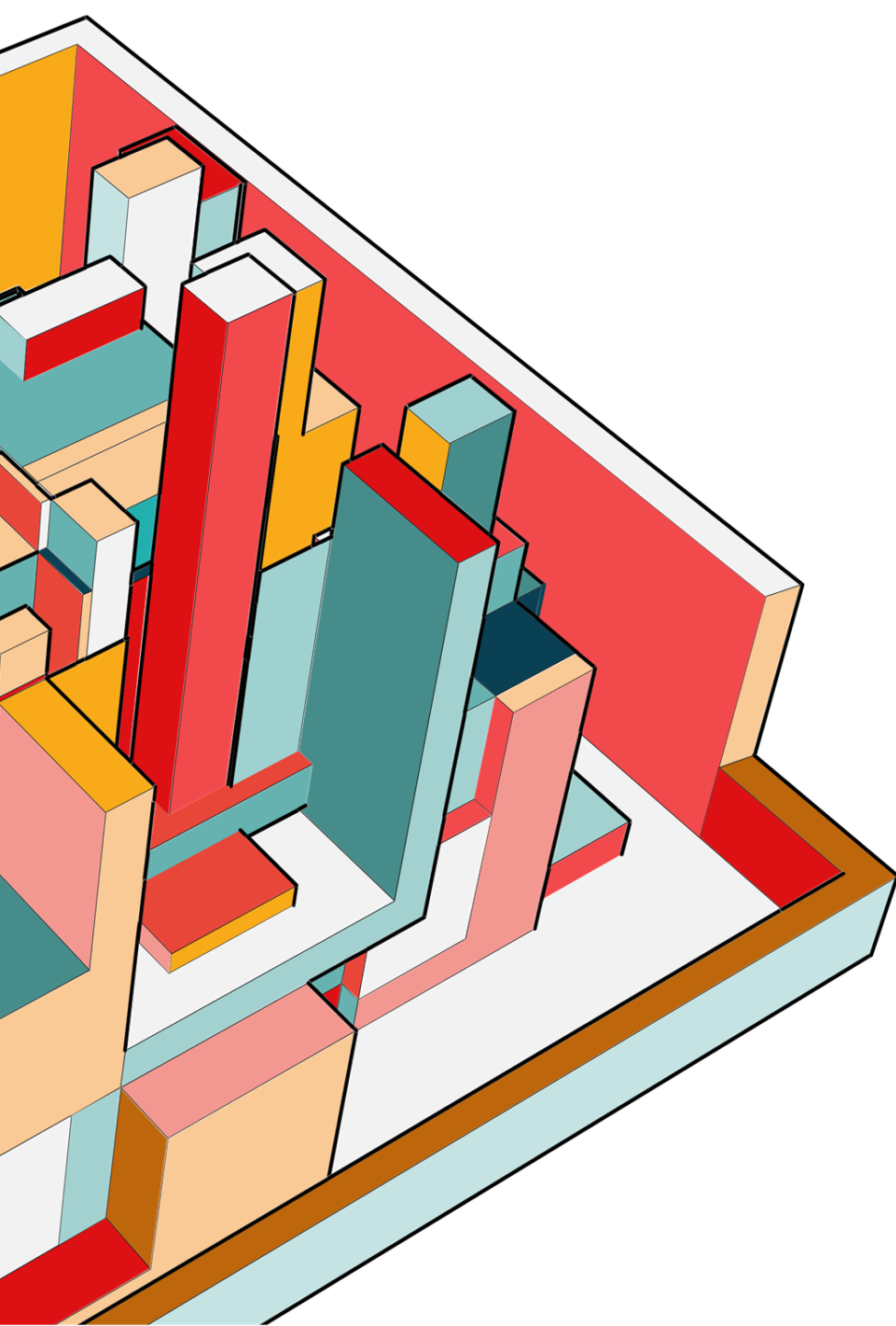
Empower Simcoe Partnered with the Ethnic Mosaic Alliance to launch ***Diversity Xchange***

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

Toronto, July 6, 2023 – While charities and nonprofits overwhelmingly express support for the principles of equity, diversity and inclusion (EDI), when it comes to concrete actions many are doing less than they can and should. This finding, from the landmark study *Shifting power dynamics: Equity, diversity and inclusion in the nonprofit sector*, is a clear wakeup call that charities and nonprofits have not sufficiently prioritized EDI. Led by the [Equitable Recovery Collective](#), a group of organizations working to advance equity in the nonprofit sector, with support

SHARE



RELATED NEWS

Event

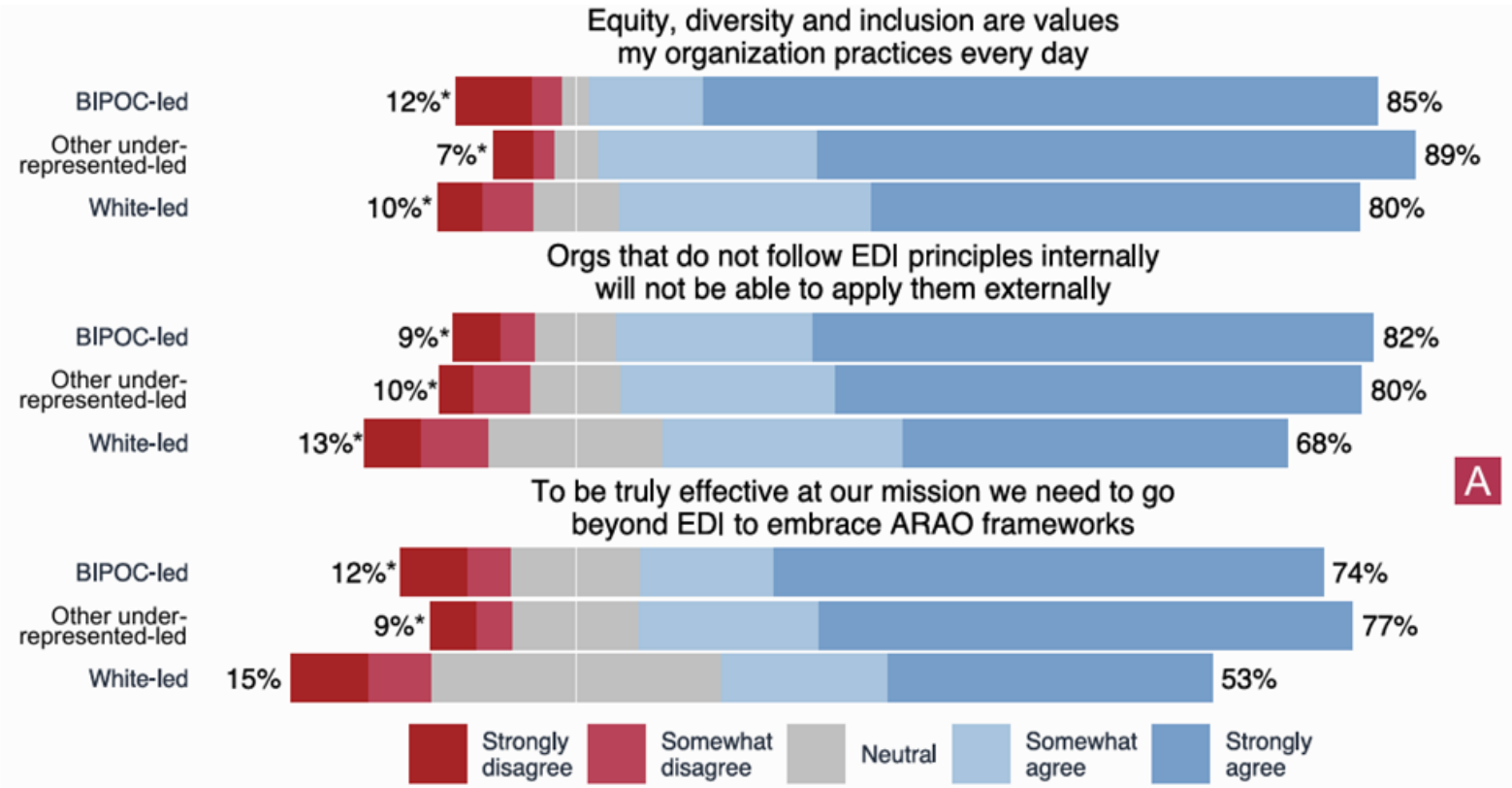
Ottawa Sector Social 2025

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.

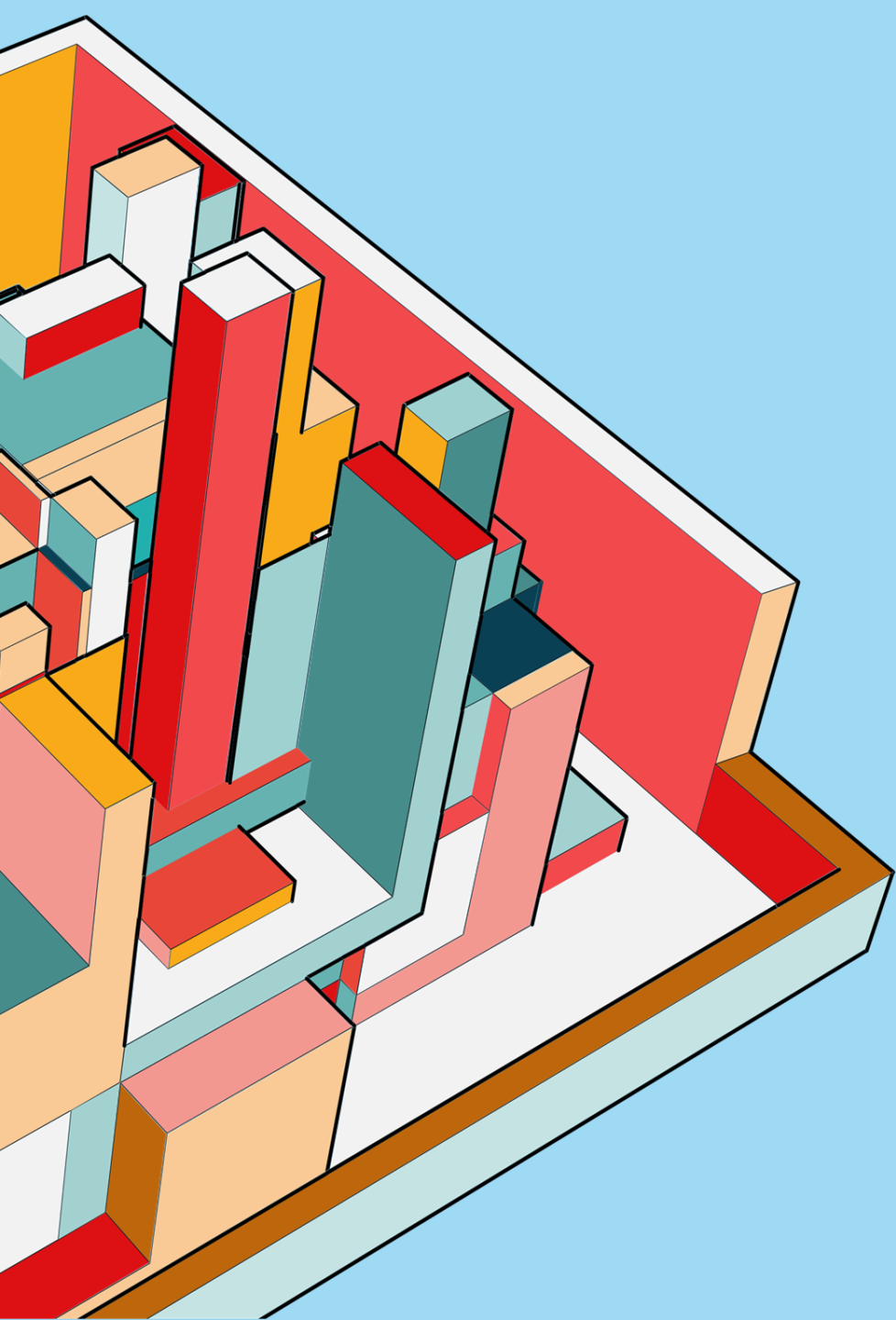
Please rate how much you agree or disagree with each of the following statements.

% 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



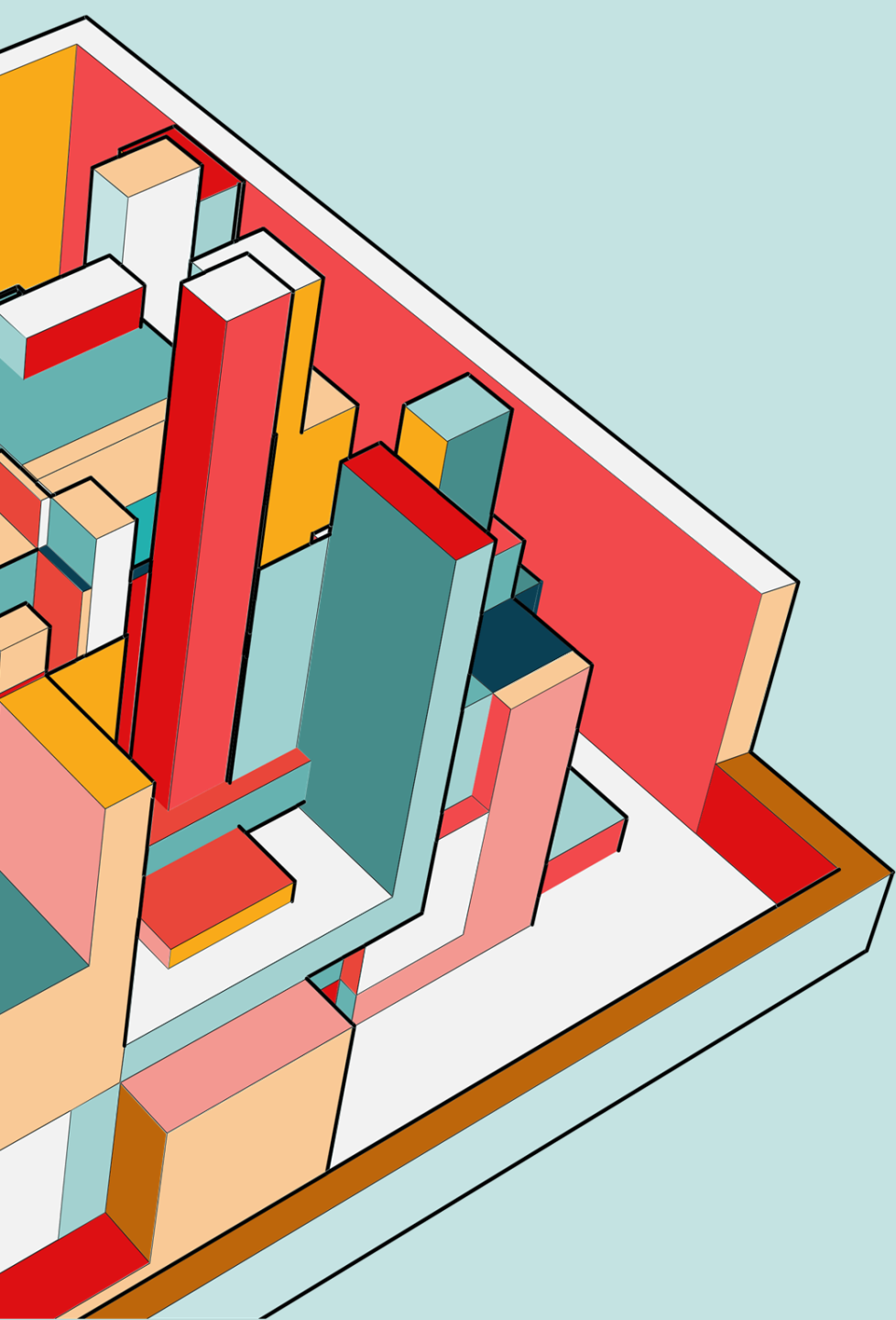
LEADERSHIP & EDI

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.?



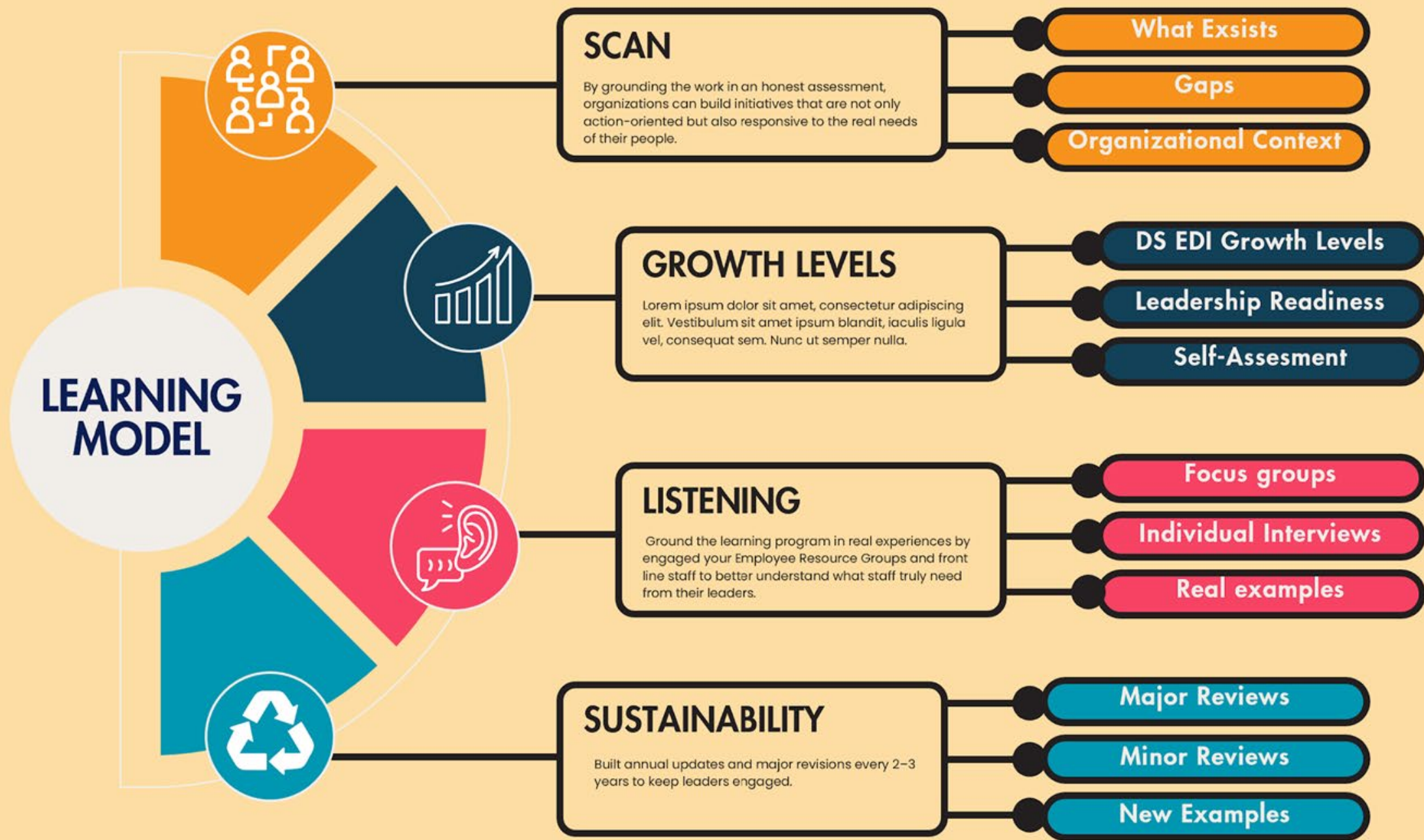


SUSTAINING EDI LEARNING

A collection of colorful 3D rectangular blocks and beams in shades of orange, teal, and white, arranged in a scattered, architectural pattern in the top right corner.

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?





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

Q&A





Audience Q&A

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

slido

RESOURCES

- Personalized Land Acknowledgement



DIVERSITY XCHANGE

Discover DIVERSITY In Action

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

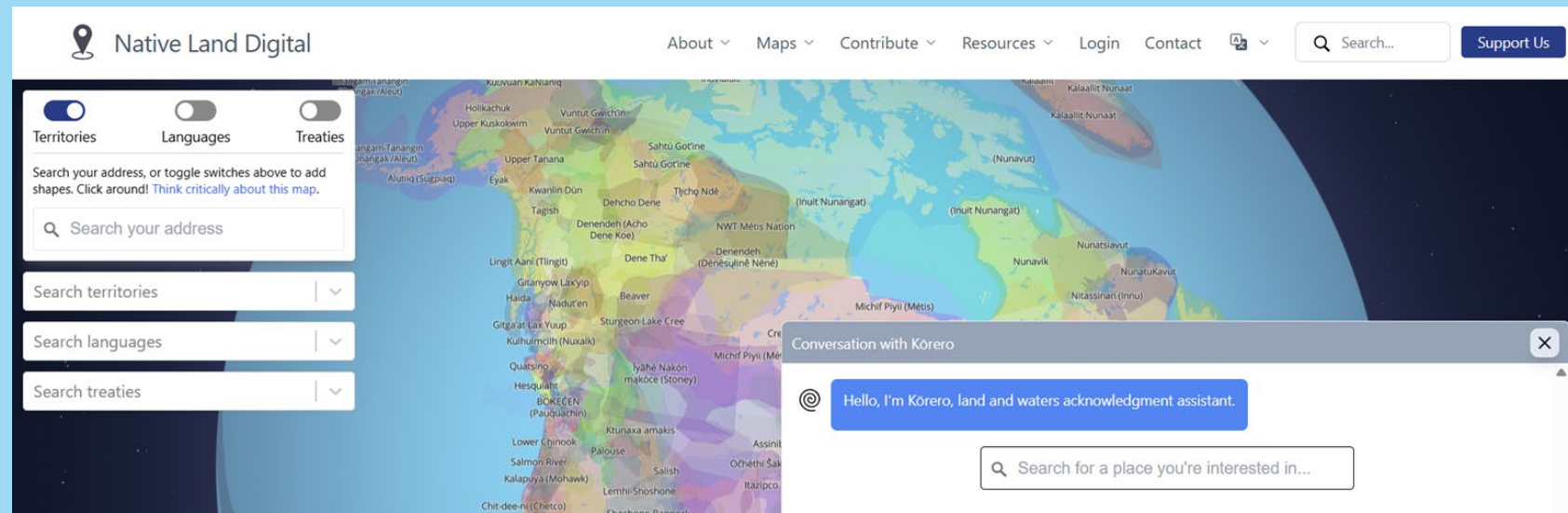
REAL Xchange

[Home](#)

[Knowledge Exchange](#)

[Collaborate](#)

Equity, Diversity and Inclusion Resources



THANK YOU

