

1. What does diversity, equity, inclusion and Indigeneity (DEII) mean to you?

To me it means all voices are at the table and the benefits of varying perspectives, experience and knowledge are included in decisions and implementation

I worked with a very diverse team in my career and we benefitted enormously from those multiple perspectives. We made better, more informed and more complete decisions as a consequence

2. What have you done personally or professionally to develop your own understanding of anti-racism?

I think the death of George Floyd in 2020 and the discovery of the graves of indigenous children at former residential schools in 2021 in Canada both made me ask myself if I really understood these issues.

While I'm now retired, in talking with my friends and colleagues of colour after George Floyd's death really helped me understand the extra hurdles and sadly outright aggression that was part of daily life for them.

At the same time through the work of the Environmental Advisory Committee of Council I chaired I became aware that we needed a First Nations voice at our table helping us make decisions. Thanks to Mark Boone at Quinte Conservation Nicole Storms, then the Environmental Advisor for Mohawks of Bay of Quinte joined our committee. Nicole is an amazing person, a wonderful sounding board as I posed questions. She was terrific at giving me history and context and the practical challenges faced by First Nations people as Canada struggles to integrate the recommendations of the Truth and Reconciliation Commission. She changed the way I think and read about the issue.

Judith Burfoot's presentations to Council have also raised my awareness of the impacts here in our community.

I also started as a woman in finance 35 years ago and was regularly the only woman in the room. I remember what that felt like.

One of my dearest friends ran the DEI program for a division of one of Canada's largest banks – I learned an enormous amount listening to her experiences of trying to bringing about changes in thinking and practice.

I will bring all of these lessons to my role as Councillor.



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3. What DEII, anti-oppression and/or cultural competence training have you received and how will you apply what you learned as a councillor/trustee?

My employer began delivering diversity, equity and inclusion training about 10 years ago on a regular basis, with the last few years focused on unconscious bias which I know proved an eye opener to everyone. This training and my experience outlined in the preceding question will enhance my analysis and decision making and interactions with our community to the benefit of the community.

4. How will you work to ensure that every resident in our community is included?
How will you work to ensure that every student and staff member is included?

By ensuring all people have access to me to bring their concerns and issues. By looking at County policies and procedures, by encouraging the same kind of DEI training for Municipal staff that I benefitted from. By encouraging diversity in our hiring practices where provincial regulation permits.

I want to see our students have better success in school. The youth member of the EAC, Vanessa Lavender, developed a network of environmental champions at local high schools. I would like to see their role expanded to a youth council to ensure their voices are heard. We would put this on their agenda to get their suggestions for how we improve things for students from the BIPOC community. And to do well our students have to feel safe and comfortable so this is critical
