

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

---

Diversity is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, etc.). Equity ensures that everyone has access to the same opportunities. Equity recognizes that advantages and barriers exist and that as a result we all don't start from the same place - this acknowledgement is what differentiates equity from equality. Inclusion sees that people with different identities feel welcomed and valued, and have a sense of belonging within a given setting.

It was actually through my DEII work that I became motivated to run for council. When I looked at the picture of the current sitting council I felt that the group lacked diversity and it did not accurately reflect the makeup of the residents living here. I was concerned that minorities, women, and other under-served populations did not have adequate representation and therefore lacked a voice at the horseshoe.

---

---

---

---

---

---

---

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

---

I practice social work and am employed at Highland Shores Children's Aid. As many know, child protection agencies across Canada have a dark past in perpetuating systemic racism. As we move toward Truth and Reconciliation the field of child protection has taken steps to educate all employees regarding the over representation of BIPOC children in care and how we can better support and serve these communities.

I am also on the Equity Diversity and Inclusivity committee at my workplace. We meet once per month to discuss ways to educate our coworkers about issues related to EDI. For example we have lead book clubs with readings that discuss systemic racism and the residential school system; we attended the Pride Parade in Belleville; and we have invited guest speakers to discuss topics such as the Black Lives Matter movement. We also run monthly "Inclusion Infusion" information sessions that cover a variety of topics from microaggression to transphobia. Our EDI committee regularly reviews our roles in child protection and we identify and rectify any existing practices that could be deemed oppressive.

---

---

---

---

---

---

---

- 
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?

---

In addition to my work on the EDI committee, I have also completed a full three day training course devoted to DEII learning. This training required extensive pre-course reading. The course was part lecture, part discussion-based. The open discussion was essential to challenging people's own prejudices and biases, and then opening them up for learning and growth.

If I am elected to council I would love to see a DEII committee started. The discussions at council regarding the removal of the Sir John A MacDonald statue demonstrated that there is a significant need for this type of learning and conversation to be frequently happening with those making decisions on behalf our residents.

---

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?

---

A thriving community ensures that all residents are supported. DEII work helps to identify potential barriers that some members of our community may face, and help to eliminate or overcome them so that everyone is provided with the same opportunities. If I am elected to council my hope is that community members would see me as approachable and would feel comfortable coming to me to identify barriers they are facing so that we can work together to address it. I want Prince Edward County to be a place where all residents feel welcome and proud to call this their home.

Inclusion of everyone is crucial to me. I grew up Jewish in Trenton and was the only Jewish child at every school I attended. So although I have gained privilege throughout my life with my Caucasian skin and middle-class upbringing, I have also experienced adversity because of my religion and have been impacted by senseless hate first hand. In addition, I know what it is like to experience microaggressions and not always feeling included. For example, the Bloomfield All Candidates meeting is happening on Yom Kippur. For those that are not aware, Yom Kippur is the most important Jewish holiday of the year. So hosting a campaigning event on Yom Kippur would be like asking other candidates to work on Easter or Christmas. Initially I was quite upset about this but I now see it as an opportunity to educate. As our area is becoming more diverse with a range of backgrounds and cultures, we as a community need to be mindful of different experiences and open to learning more about them.

---

---

---