

Here are my answers to your questions

1. What does diversity, equity, inclusion and Indigeneity (DEII) mean to you? That all peoples are represented at the table and whatever and wherever that table may be. If we are sitting at a table where there is not diversity we need to ask why. Is there something that is keeping others from joining and if so, working to change that.

2. What have you done personally or professionally to develop your own understanding of anti-racism? I have been to antiracism workshops and lectures. If I do hear or see racist behavior or comments I have tried to challenge them. Some successfully and other times been told to calm down and not take everything so seriously!

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? Most of my antiracism training happened years ago when I was either in school or working with SACQD, DVSARP, QHC and the PEFHT. I know, too many acronyms! THE most recent training was when I was with DVSARP Domestic violence and sexual assault response program and it was working with the trans community. The most important thing that was reinforced was to listen, ask a few questions and hear their story. Then use the information. The first thing was pronouns and so simple but it made such a difference to the clients I worked with. The greatest learning is to hear others story and know that their story is their experience and to not diminish it or dismiss it.

4. How will you work to ensure that every resident in our community is included? Make sure that my contact information is out there and be accessible. I have found once folks know I am open and available, folks come forward. When I am aware there is not representation, ask where it might be and who might pull up that empty chair.

Dee Hazell