

Dianne O'Brien

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

Equity, diversity, and inclusion all mean different things, but interact with and rely on one another. Equity is the goal of diversity and inclusion.

Embracing people from all walks of life begins with understanding diversity, equity and inclusion, so we can invest in our communities and truly unite to change the systems in play that prevent real change.

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

I have my certificate in Adult Facilitation and I taught harassment and systemic behaviour awareness. That has provided me with the skills to be aware of diversity and inclusion inequalities.

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?

I will actively seek that all council be educated on the seriousness of this issue and the pain that being unaware causes their neighbours and the community. Ignorance is no excuse. We MUST learn and do better. Everyone must feel their home and community is a safe place. We must practice inclusion and diversity training every day.

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?

I will work within the construct of my office to eliminate roadblocks that prevent people with disabilities from accessing areas that able-bodied people frequent, and work towards creating affordable housing in the community to provide security to lower income families. An equitable structure should be in place and functioning to make all people, no matter their differences, feel welcome. Equity demands a system that benefits everyone, no matter their circumstance. Belonging is when this not only works, but no one feels as if their inclusion is questioned. As mayor, I will strive to make everyone feel included, needed and part of the whole.