

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

Diversity, equity, inclusion & indigeneity are often seen as including everyone to make sure people have an equal opportunity. However, I think the point that is missed a lot when describing or applying DEII anywhere is the act of lifting marginalized voices. Everyone can have an “equal” shot, but not everyone has been dealt the same cards. Learning & practicing policies around DEII means that we’re creating a broader vision from different perspectives. We’re elevating BIPOC voices, we’re listening to queer and trans youth. DEII to me, isn’t just giving people an equal opportunity. It’s creating spaces where marginalized folks are front and centre. It’s knowing that even though I am a queer & trans youth, I am also white. I have work to do to create spaces that are focused on uplifting marginalized folks, and I will continue to take training, educate myself, and to continue learning & unlearning throughout my life.

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

In my personal life I have educated myself on anti-racism through listening to BIPOC folks, reading books by people who are not white, and by understanding when it’s time to listen rather than speak. By being a part of conversations that are elevating Black, Indigenous & People of Colour’s voices has helped me learn more about anti-racism and the importance in my everyday life. In my professional life, we are constantly striving to better ourselves, and our work. We are actively engaging in training from folks to increase our awareness & knowledge of anti-racism. We have recently gotten training from Judith Burfoot to educate us on Anti-Racism. In that training we were shown a circle that had many phrases in it. It started out in a fear zone, then to a learning zone, and ended with a growth zone. This chart has stuck with me, and I find myself sharing this resource, as well as the article that is attached to it.

### **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?**

Some training I have received in the last few years are; Anti-Racism Workshops (3 online, 1 in person), How to be a trans-ally in the workplace, advocating for queer youth, disability in the workplace, working with youth with specific needs, as well as some anti-oppression classes I had taken in University. I believe all of these courses taught me something I wasn’t aware of. I consider myself to be a very proactive, progressive person but I will say, with each and every training I become more educated. I will use these workshops as a trustee to advocate for marginalized youth. I will help them elevate their voice, and I will stand beside them when they are addressing their needs & wants.

### **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?**

If I am elected School board Trustee I will use my learned & lived experiences, resources from training, and words of those before me to advocate for everyone and anyone. I will help marginalized youth & teachers to reach an audience where they can have the floor, where everyone will hear them. To me, the biggest importance is making sure everyone has a safe space to learn, to teach, and to be themselves in their community without fear of being harmed.