



All Welcome Here Rural BIPOC Association  
1280 County Road 7, RR4  
Picton, ON, K0K 2T0

[info@allwelcomehere.ca](mailto:info@allwelcomehere.ca)  
<https://allwelcomehere.ca>

August 25, 2022

Hello Council and School Board Candidate!

Congratulations on your choice to run for office. Our community is already improved by engagement of our residents.

We are writing to you to request your responses to some questions to understand your positions on issues of inclusion, diversity and anti-racism. As a result of your responses, and those of the other candidates, All Welcome Here will be issuing public endorsements of individual candidates.

There are only four questions in our survey but if you would like to share other thoughts and observations, please feel free to do so.

Please note that your responses may be publicized as we believe it is critically important to be transparent, and to help people understand why we will endorse particular candidates.

**Questionnaire responses will be considered consent to have your responses publicized.**

You can send your answers, other comments and any questions to [info@allwelcomehere.ca](mailto:info@allwelcomehere.ca) by September 15, 2022.

Thank you for your willingness to run and thank you, in advance, for taking the time to respond!

Fern Dias (she/her), Board President  
All Welcome Here

*All Welcome Here is a BIPOC-led non-profit organization focusing on anti-racism in a consciously intersectional way in Prince Edward County, Ontario. (BIPOC: Black, Indigenous and People of Colour) We strive to link people of colour in our rural community in order to provide social connections, business assistance, support and help in building that critical rural network. We work in our wider community in anti-racist advocacy with a focus on education, access & representation, anti-racist actions and events, policing and migrant workers' issues.*

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

It means supporting equitable access to all opportunities. Promoting Indigeneity related considerations as best practices in our rural community. Increasing equitable and inclusive participation in all levels of government as well as the business community. The study of data moving forward to assure DEII considerations in decision making before any action is taken.

---

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

I feel as both a friend and employer of BIPOC individuals I have become an ally as well as someone who not only appreciates the outcome of a diverse society. I have learned to disavow any form of racism and actively work against it through my hiring practices and personal relationships. Having lived and worked in places like South Africa, Kuwait, India and other countries I have witnessed racism in many forms and intolerance is not acceptable.

My own business here in Prince Edward County, prior to the pandemic, I feel was a model employer for diversity in our community. Our senior management team, other than myself, were both POC. Five of our dozen employees and contractors were women including one in a leadership role. Four males' members were POC in addition to two other individuals with disabilities. Unfortunately, our company has been decimated by the pandemic and we presently have very few staff left.

On a personal basis last year, I brought an opportunity forward through a friend to help Diverse Roots Rural Ontario obtain Google Non Profits status. This allowed me to learn more about some of the inappropriate actions that have been taken against the BIPOC community here in our region by Municipal governments. Now approved, they have access of up to \$10K USD a month in Google Ads as well as complimentary and/or free digital services from a multitude of vendors.

---

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 do not have any formal training in DEII, however, as an empath, I feel I can understand and empathize with all members of the community however diverse. I would welcome the opportunity to receive formal training from non-profits like Diverse Roots Rural Ontario, who I have volunteered my grant writing skills to in the past. If elected I would practice all of my core values as well all of the guidelines that need to be embraced by all members of our 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?
-



All Welcome Here Rural BIPOC Association  
1280 County Road 7, RR4  
Picton, ON, KOK 2T0

[info@allwelcomehere.ca](mailto:info@allwelcomehere.ca)  
<https://allwelcomehere.ca>

I personally believe consistent dialogue brings people closer together and allows them to appreciate everyone's issues however big or small. I regularly hold a weekly lunch in my home where I extend invitations to local community members & business leaders to create the opportunity to work together and share ideas.

We need to promote cultural events that support the BIPOC community including possibly a musical festival which is now planned for next summer. These types of engagement will help create awareness and most importantly the ability to educate our friends and neighbours.

---