

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

- that we are all welcome here
- and afforded the same standard of respect, dignity, service and representation
- that the use of overarching laws (ON Human Rights Code) are used to address outdated policies + procedures
- all people undertake anti-bias training and anti-oppression education

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

- I have undertaken training in:
 - Anti-black Racism : OPSBA
 - Anti-indigenous Racism: OPSBA
 - the legal reach of the ON Human Rights Code
 - York University: Addressing Anti-Black Racism in Educ.
 - Black Racism Webinar: Toronto Public Library
 - Indigenous tools + seed saving
 - Human Rights + the workplace
 - Deep Diversity workshop w/ Shabzi Chowdhry

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?

See training above

I believe that ongoing training is needed to continue to dismantle internalized bias

As a Councillor I will advocate for regular training and education of Council, Mayor + Staff, and scrutinize policy + procedure through my developing anti-bias perspective

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?

- When I witness exclusion I will use my voice to identify it
- When I receive complaints or concerns I will use my communication ability to
 - ① address the person
 - ② advocate for the person
 - ③ look at the systemic barriers involved
 - ④ advocate for change/growth in the organization