

Special Thanks

**City of Brampton, Century Gardens
Recreation Centre**

RDR Capacity Building Working Group

David DeForest (City of Brampton)
Marisa Fortune (Regional Diversity Roundtable)
Paula Lam (Regional Diversity Roundtable)
Sharon Douglas (United Way of Peel Region)
Sita Jayaraman (Big Brothers Big Sisters of Peel)
Varsha Naik (Peel District School Board)

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Tough Questions Café

***Religious Accommodations in the
workplace: do we really have to?***

October 28^h 2010, 1-4:30 p.m.
Century Gardens Recreation Centre
340 Vodden St. E

Canada 

Promoting respect and equity within organizations and institutions for a
respectful and harmonious community

Event Schedule

1:30 p.m. Welcome and Introductions

David DeForest, RDR Chair

Michael Abdur Rashid Taylor, Moderator
(MTS, Consultant with Rashid Taylor
Associates and Islamic Chaplaincy Services
Canada)

1:45 p.m. Michael Coren

2:05 p.m. Gurwinder Gill

2:30 p.m. Break

2:45 p.m. Michael Abdur Rashid Taylor

3:00 p.m. Discussion

4:00 pm. Wrap-up

Thank you for coming!

RDR News

Peel Equity Conversations

As part of the “Diversity and Equity Community & Capacity Building for Human Service Professionals” project, the Regional Diversity Roundtable is conducting a community engagement and consultation process entitled, “**Peel Equity Conversations**,” and we need your help.

The focus of the Peel Equity Conversations will be to assess issues related to diversity and equity in Peel Region affecting human service professionals, volunteers and the communities they serve.

The Peel Equity Conversations Survey is now open for responses. Visit to complete the survey:
<http://www.surveymonkey.com/s/PMV6SST>

As a thank you for your interest and support, all completed surveys will be entered into a draw for a chance to win 1 of 3 **FREE** *Diversity in Action: Building Blocks of a Successful Diversity and Equity Program* manuals.

To be eligible for the draw your completed survey must be submitted no later than October 29th, 2010. This will be a random draw. Only three prizes will be awarded. All prizes will be announced at the Community Forum on November 24th, 2010

Upcoming Events

Effective Practices Video Launch/ Workshop and Community Forum

This is full day event will focus on successful strategies for working with and managing a diverse staff. The day will feature a video launch of an educational video on effective practices in diversity and equity as well as a **workshop** designed to explore key themes that arise from the film.

The day will also feature an update on the Peel Equity community consultation project and announce the survey prizewinners.

Save the date!

Wednesday November 24, 2010, 9:00 a.m. – 4:00 p.m.

Registration Fee: Free

Location:

Unitarian Congregation in Mississauga
84 South Service Rd, Mississauga

Participation

Diversity and equity initiatives often create hot debate, interesting questions and trailblazing possibility. The Tough Questions Café is meant to centre these critical conversations, and create a space for interested members of the Peel community to dialogue and strategise.

In the spirit of mutual respect and understanding we note that as participants:

We are responsible for respectful interactions with all those present

- We value respectful listening:
 - asking questions before telling your opinion
 - no cross talk/interruptions
 - suspending judgment
 - taking pause between people's stories/offerings
- We value speaking from your own experience, telling our own stories; using "I" statements
- We value taking risks; being honest; being vulnerable
- We value the expression of emotions; Emotions are welcome here
- We value being respectfully challenged
- We value silence; you have the right to listen and "pass" on active participation.

We have a shared responsibility for today's success

About our Moderator and Speakers

Michael Abdur Rashid Taylor

Michael Abdur Rashid Taylor, MTS (Consultant with Rashid Taylor Associates and Islamic Chaplaincy Services Canada)

Michael Abdur Rashid Taylor has worked as a Mental Health Professional and Organizational Development Leader for 15 years. He is a graduate of the University of Toronto - Rotman School of Management's Leadership Development Program and he holds a Master of Theological Studies degree from the University of Toronto and is Managing Director of Rashid Taylor Associates. He is Canada's first Muslim trained as a professional chaplain and held positions including Manager of Spiritual and Religious Care at the Centre for Addiction and Mental Health.

Michael Coren

Michael Coren (Broadcaster and Writer; Host and Producer of the Michael Coren Show on CTS television)

Michael Coren is host of the nightly Michael Coren Show on CTS television. The station is on basic cable in Ontario and Alberta and much of the rest of Canada and available on satellite and digital throughout the country. Michael is a weekly columnist, published every Saturday, with the Toronto, Ottawa, Calgary, Edmonton and Winnipeg Sun and The London Free Press and in more than a dozen other daily and weekly newspapers across Canada. He is also a columnist for Women's Post, The Catholic Register, The Landowner and The Interim. He is the best-selling author of twelve books.

Gurwinder Gill

Gurwinder Gill (Director of Diversity Services – William Osler Health Centre and Regional Diversity Roundtable Member)

For over 25 years, Gurwinder has been leading and managing programs in diversity and cultural competency within healthcare, social and community services. Gurwinder has shared experiences through national and international partnerships. She plans, promotes and implements strategies for the integration and sustainability of a culturally or diversity-competent health care system; participates in the World Health Organization's Health Promoting Hospitals' International Task Force for Culturally Competent Hospitals and leads one of its six international working groups; Co-Chairs the CWLHIN's Diversity Core Action Group; and pioneered the first language-specific/culturally appropriate Long Term Care Day Centre in Peel for those with Alzheimer's/chronic disabilities, funded by the Ministry of Health. Gurwinder's passion is to motivate individuals and corporations to embrace and adopt diversity and equity for inclusiveness and positive change. Currently, she is the Director of Patient Relations & Diversity Services with William Osler Health System, Ontario.