

## Special Thanks

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

**RDR Capacity Building Working Group**

David DeForest (City of Brampton)  
Marisa Fortune (Regional Diversity Roundtable)  
Sharon Douglas (United Way of Peel Region)  
Varsha Naik (Peel District School Board)  
Yvonne Sinniah (Central West Local Health Integration  
Network)

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## Tough Questions Café

***Religious Accommodations in the  
workplace: Mental Health &  
HIV/AIDS  
Do we have the right to know?  
Privacy or Disclosure?***

March 23rd 2011, 1:30-4 p.m.  
Frank McKechnie Community Centre  
310 Bristol Rd. E

**Canada**

## Event Schedule

**1:30 p.m.** Welcome and Introductions

David DeForest, RDR Chair

Keith Wong: Peel HIV/AIDS Network

Sandy Naiman: CMHA (Ontario) Mental Health Works Speaker

**1:45 p.m.** Keith Wong – HIV/AIDS and Service Provision

**2:05 p.m.** Sandy Naiman – Organizations and Mental Health

**2:30 p.m.** Break

**2:45 p.m.** Discussion

**4:00 pm.** Wrap-up

**Thank you for coming!**

## RDR News

### Exciting Opportunities with the RDR

The RDR is pleased to invite qualified individuals / organizations to submit proposals for two upcoming projects:

#### 1. **Regional Diversity Roundtable Online Community of Practice**

The purpose of this RFP is the redesign of the Regional Diversity Roundtable website to include functionalities for an online Community of Practice.

The Regional Diversity Roundtable currently has a web presence that is somewhat outdated in appearance, structure and in the presentation of content. An opportunity exists to re-engineer the site to better reflect the mission and initiatives of the Regional Diversity Roundtable with latest web functionality. One of the main goals of this project will be to create an interactive online Community of Practice that meets the needs of Human Service Professionals in Peel. Ideas range from creating profile pages, blog rolls and an online repository of resources.

The successful candidate will be expected to work closely with the RDR Coordinator and members of the Community Engagement Working group to build, design and test the website.

Please see the attached documents for detailed RFPs or visit <http://www.regionaldiversityroundtable.org/?q=jobs> for more information

## RDR News Continued

### 2. Regional Diversity Roundtable Diversity & Equity Curriculum Modules

The purpose of this project is to fund the creation of 4 - 6 diversity and equity educational modules. The educational modules will be geared towards the community of Human Services Professionals in Peel. The curriculum should be targeted to Human Services Professionals (front line workers, middle management and senior management) and must have built-in flexibility for adaptation into existing curricula at the diploma/ Certificate / Continuing Education level at colleges and universities and/or in executive format settings. Each module will work together as part of an overall semester-long course and/or as a credit to be offered as part of a semester long course, on critical topics pertaining to diversity and equity in the non-profit sector. In addition, each module should be able to stand-alone for inclusion in other courses and/or for use in both formal and/or informal teaching situations.

The successful candidate will be expected to work closely with the RDR Coordinator and members of the Capacity Building Working group to analyze and refine existing training tools as well as develop additional modules to address any gaps that may exist.

Please see the attached documents for detailed RFPs or visit <http://www.regionaldiversityroundtable.org/?q=jobs> for more information

## Participation Guidelines

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 Speakers

### Keith Wong

Keith Wong (Executive Director) Peel HIV/ AIDS Network

Keith Wong is the Executive Director of Peel HIV/AIDS Network, the only community based agency that provides HIV/AIDS health promotion and support services for people living with HIV/AIDS in the Region of Peel. Keith has also acted as the Training Consultant for Ethnoracial Treatment Support Network (ETSN), a peer based capacity building initiative among culturally diverse people living with HIV/AIDS in GTA. He previously served as the Executive Director of Community Social Planning Council of Toronto, Asian Community AIDS Services and Chinese Canadian National Council Toronto Chapter. He has also involved in many community based research and advocacy issues related to HIV/AIDS, anti-racism and anti-oppression, and LGBT issues.

A certified public accountant, Keith received his Bachelor of Commerce and Graduate Diploma of Public Policy from University of Melbourne, Australia; He worked extensively on banking, corporate audit and organizational development in private and non-profit sectors.

He enjoys swimming, working out, yoga and meditation to calm his soul and energize his body; and finding the latest gadgets to simplify and complicate his life at the same time. He enjoys Cantonese opera sing, watching movies and savoring good food with his partner of 25 years.

### Sandy Naiman

Sandy Naiman is an award-winning journalist, blogger and college professor whose psychiatric history informs her writing, teaching and her emotional health advocacy. She's always been open and "out" and started speaking out to audiences across Canada and the United States after her "First Person" feature "*Coming Out Crazy*" was published in the October 1999 issue of *Chatelaine*.

With a curious nature and more than 51 years of psychotherapy, "I'm working on my Ph.D. in me," she quips. "And I'll never graduate with my degree."

She became a spokesperson for the Ontario Canadian Mental Health Association-sponsored Mental Health Works initiative shortly after its inception in 2002. From 1977 to 2007, Sandy was a staff reporter at *The Toronto Sun*, a frequent CHFI and CBC radio commentator, television guest and freelance magazine writer.

She first entered the blogosphere in April 2008 when the *Toronto Star* invited her to create a "mental health and wellness blog." She named it *Coming Out Crazy*. On its second anniversary of this award-winning blog, *The Toronto Star* dropped it.

Without missing a beat or a deadline, she seamlessly launched a second incarnation of *Coming Out Crazy* independently. Dr. John Grohol, CEO and Founder of the 16-year-old U.S. psychology website PsychCentral quickly picked up *Coming Out Crazy* where Sandy now blogs regularly.

In July 2007, Sandy started teaching Women's Studies at Seneca College in Toronto. The following November, she was asked to develop and teach Leadership in Society, Seneca's first community service course because of her passion for community work.

Sandy Naiman was born in Toronto and educated at Seneca College, Queen's University, Ryerson University and York University. She lives with her husband, screenwriter Martin Lager