



Dear valued member,

At this time, we invite you to renew your membership and your commitment to diversity, equity and inclusion. In doing so, we can continue to build your organization's capacity to tackle diversity, equity, and inclusion (DEI) concerns in Peel. We also encourage you to purchase your annual RDR AGM and Conference ticket(s) with your renewal, to ensure that your organization has a spot saved. Purchased tickets can be used by anyone from your organization and are valid for the current membership year.

In this package you will find the following: (1) Membership Guidelines
(2) Current Membership List
(3) Organizational Profile Form – Complete only if changes apply
(4) Renewal Form – Mandatory

Please fill out the profile and renewal forms and return them to RDR. Both hard copies and electronic copies will be accepted. Soft copies may be sent to RDR's Executive Director Varsha Naik at chair@regionaldiversityroundtable.org or Program Coordinator Nafeesa Jalal at nafeesa@regionaldiversityroundtable.org.

Hard copies may be sent to RDR's postal address:

**28 Village Centre Place
Unit 107, Mississauga, ON
L4Z 1V9**

RDR must receive all three items by April 30th, 2019 to ensure your membership is in good standing.

Thank you for your membership this past year with The Regional Diversity Roundtable. We appreciate your contributions to our events, meetings and initiatives and commend your support in raising and further tackling DEI issues in your organization and our communities. RDR's involved and dedicated membership allows RDR to have a significant impact in Peel region and beyond, as highlighted in our annual AGM report.

If you have any further questions or concerns, please connect with our Project Coordinator Nafeesa Jalal. Our website is <https://rdrpeel.org/>. We encourage you to visit it, to stay updated on our activities. Thank you again for your support. We look forward to working with you this year.

Sincerely,
Varsha Naik, Executive Director
The Regional Diversity Roundtable



RDR Mission, Vision, Values

Mission: The Regional Diversity Roundtable is committed to being a leader in supporting organizations and institutions to be diverse and equitable in order to provide services that are fair, inclusive, respectful and culturally competent.

Vision: To promote respect and equity within organizations and institutions for an inclusive and harmonious community.

Values: Diversity, Equity, Inclusion, Respect, Social Justice

Membership Criteria:

The Regional Diversity Roundtable Membership is organizational and is comprised of representatives who have one or more of the following responsibilities: (1) as part of their organizational portfolio, a 'Diversity' initiative or program, (2) are directly involved in a currently existing diversity initiative within their organizations/institutions and/or (3) are interested in introducing a diversity initiative in their work place.

The following criteria is applied to organizations:

- Members must be from the not-for-profit human service or the public sector
- Members must be committed to the vision, values and mission of the RDR
- Members must deliver programs and services in the Region of Peel or be geographically located in the Region of Peel (Brampton, Caledon, Mississauga)
- Members must strive to build a community of trust that maintains the values of inclusiveness

Membership Benefits:

As an RDR member you are entitled to:

- Nominate a maximum of two members, which includes one vote and one membership fee with the member organization defining the voting member
- Vote at the RDR Annual General Meeting and monthly meetings
- Access RDR resources and participate in professional development events at a reduced cost
- Take part in a variety of professional learning opportunities during RDR monthly meetings
- Receive organizational support for building inclusion and equity competence
- Participate in innovative equity and inclusion projects and initiatives in the community

Membership Expectations:

RDR expects its members to foster a community of trust that maintains the values of inclusiveness:

- Members are expected to maintain an atmosphere of respectful discussion and professionalism with active participation.
- Members are accountable to the values and vision of the RDR in addition to their organizations/institutions.



- Members are expected to contribute their expertise and individual experiences actively to further the goals of the RDR.
- Members are responsible for bringing forward issues and information regarding access and diversity to the RDR.
- Members are expected to respect the confidentiality of all matters brought to the RDR.
- Members shall declare any situation that is or has the potential to be a conflict of interest.

Committees/Task Forces/Volunteer positions:

Members are encouraged to participate on working groups and/or ad hoc committees. Membership to these groups and committees is subject to their terms of reference.

Membership Term:

The membership term for RDR is January to December. Each member organization must renew their membership within the first two months of the year in order to remain in good standing with RDR.

RDR Annual Membership Renewal:

To renew membership, the application form must be completed and the payment received at the end of February of each year.

At the time of renewing membership the senior decision maker of the organization must endorse each organizational representative.

The RDR Annual Membership Application demonstrates an organization's commitment to the RDR. Thus, if the organizational representative to the RDR is no longer able to represent their organization at the Roundtable, the organization still remains committed to the mission, vision and values of the RDR and is required to replace their representation to the Roundtable.

Change / Termination of Membership

Membership to the RDR can be terminated in two ways:

1. By the Member Organization
2. By the Board of Directors of the RDR

Termination by the Member Organization

If a member organization wishes to change or terminate its membership, the organization is required to send a letter to the RDR Chair/Co-Chairs outlining the reasons for, and effective date of the termination.

Termination by the Board of Directors of the Regional Diversity Roundtable

If a member organization fails to abide by the Mission, Vision and Values as outlined in the Annual

Membership Application Form and the responsibilities outlined in the Policy and Operations



Manual, its membership may be terminated by the RDR Board of Directors, after member discussion and input. The decision will be conveyed in writing to the senior decision maker of the organization outlining the reason/s for and effective date of termination.

The Board of Directors will, however, inform the individual of the concern raised and the RDR resolution process to allow the individual an opportunity to respond. The concern and resolution process will be completed in a timely manner that respects all involved.

MEMBERSHIP LIST:

1. Access Employment
2. Afghan Women's Organization
3. Big Brothers Big Sisters
4. Brampton Library
5. Brampton Multicultural Community Centre
6. The City of Brampton
7. Brampton Fire
8. Caledon Community Services
9. Caledon Fire and Emergency Services
10. Catholic Family Services Peel-Dufferin
11. Central West Community Care Access Centre/LIHN
12. Centre for Addiction and Mental Health (CAMH)
13. CNIB
14. Diversability Development Organization
15. Dufferin Peel Catholic District School Board
16. Elizabeth Fry Society
17. Family Services of Peel
18. Family Transition Place
19. Heart House Hospice
20. Indus Community Services
21. Interim Place (PCAWA)
22. Learning Disabilities Association of Peel
23. Mississauga Fire and Emergency Services
24. PAMA
25. Peel Children's Aid
26. Peel Children's Centre
27. Peel District School Board
28. Peel HIV AIDS Network
29. Peel Leadership Centre
30. Peel Multicultural Council
31. Peel Newcomer Strategy Group



32. Peel Poverty Action Group
33. Peel Regional Police
34. PLASP Child Care Services
35. Punjabi Community Health Services
36. Region of Peel
37. Seva Food Bank
38. Skills for Change
39. Spectra Helpline
40. Art Gallery of Mississauga
41. The Centre for Education and Training
42. United Way of Peel Region
43. Volunteer MBC
44. Wellfort Community Health Services
45. William Osler Health System
46. The City of Brampton
47. Peel Senior Link

DEI ORGANIZATIONAL PROFILE

If this information is the same as the previous year, you do not have to complete it.

1. In which area do you provide services? Please select all that apply.

Caledon Brampton Mississauga

2. What type of organization are you? Please select all that apply

Culture and Recreation Education & Research Public Service

Law, Advocacy & Politics Social Health Services

Development and Housing Environment Religious

Other:

3. What clientele do you serve? Please select all that apply.

Ethnic Communities Marginalized Communities Newcomers

People with Disabilities Aboriginal Communities Families

Seniors Youth LGBTQQ2SI



Males

Women

Children

Other

We serve approximately clients a year.

4. Please indicate the number of people at each level in your organization.

Board Members:

Management:

Staff:

Volunteers:

5. How is Diversity, Equity & Inclusion (DEI) addressed in your organization? Please select all that apply.

Committee Designated Representative Working Group
Hired Specialist Program We have a separate DEI Strategy/Policy
Department DEI is embedded in our Strategic Plan Other:

6. Has your organization endorsed the Diversity & Inclusion Charter of Peel?

Yes

No, Because:

7. Name your current DEI projects and initiatives:

Internal to your organization:

External to your organization:

8. Do you receive any funding for DEI related work? If yes, please explain:



Please select the applicable membership fee:
Membership year is January to December.

- Annual Fee \$25 (for organizations with operating budget of \$150,000.00 or less)
- Annual Fee \$50 (for organizations with operating budget of more than \$150,000.00)

RDR AGM/Conference Ticket(s) (optional):

RDR AGM and Conference takes place in June.

Number of Tickets for \$75 each

Organization Name:

Organizational Head:

Address:

E-mail:

Telephone:

Designated Representative:

Title:

Address:

E-mail:

Telephone:

Conflict of Interest Declaration:

I declare that there is not a situation that is or has the potential to be a conflict of interest, specifically where there is a potential to receive a direct or indirect personal and/or organizational gain, benefit, advantage or privilege as a result of an action by the RDR. I will inform the RDR immediately if any such conflict should arise.

Support for the RDR's Mission, Vision and Values:

I declare that my organization has always supported, and will continue to support The Regional Diversity Roundtable and its Mission, Vision and Values. I will disclose any issues that I have experienced



and/or raised with/about The Regional Diversity Roundtable.

I understand that failure to abide by The Regional Diversity Roundtable's membership responsibilities and expectations may result in termination of my organization's membership.

Organizational Head (print name)
name)

Designated Representative (print
name)

Signature

Date