

Agenda

- Welcome - Richard
- ULI Plans - Richard
- Session Summaries
 - Co-Design Session - Kevin
 - The Now: Decolonizing Planning & System Racism – Team 4
 - The Future We Want (Need) – Team 2
 - Policies & Procedures: What's Wrong? – Team 3
 - Who has to do What? – Team 5
 - Tools & Community Engagement – Team 1
- Workshop on The Way Forward
 - Theme 1 - Organizational Perspective
 - Theme A - Industry/Professional Practice Perspective
 - Breakouts
 - Report Back
- Ending not Closing, Concluding, Stopping

Specific Programs & Ideas	Needed Resources & Supports	Barriers/ Challenges	Tangible & Intangible Benefits
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Theme 1

From an Organizational perspective, what needs to be done to enable enduring change in creating Equity, Diversity and Inclusion?



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Theme A

From an Industry/Professional Practice perspective, what needs to be done to enable enduring change in creating Equity, Diversity and Inclusion?

			education and true understanding of the communities we work in

	Specific Programs & Ideas	Needed Resources & Supports	Barriers/ Challenges	Tangible & Intangible Benefits
Theme 1 From an Organizational perspective, what needs to be done to enable enduring change in creating Equity, Diversity and Inclusion?	Mentorship charter of values or principles advertise internships to new groups HR audit	Resources for mentorship and supports/training for mentors multicross sector mentorship start with best candidate companies don't jump the gun & set up for failure ensure we have representation & hear the voices of all those people resources can be provided at the industry engagement level	lack of organizational expertise or resources language of engagement used as an excuse to not do it not making an effort to know what the barriers are - blind spots paths of access	valuable connections, mutual learning & continued improvement opportunity to learn from each other, diversify perspectives change starts at the top - how can org hold themselves accountable

<h1>Theme A</h1> <h2>From an Industry/Professional Practice perspective, what needs to be done to enable enduring change in creating Equity, Diversity and Inclusion?</h2>	<div>Education - useful about curriculum + programs that are pathways to working in the industry</div> <div>Building flexibility</div> <div>Education on DEI in planning for Canadian municipalities - the research is available to be taught</div> <div>Links to professional organizations (shared objectives toward this goal)</div> <div>Difficult to find content / sharing resources that are available</div> <div>Connecting necessary + necessary curriculum + links to the industry + ongoing learning + ongoing work</div> <div>True community participation (true reflection of that community in the work + development that's created)</div> <div>Planning becomes more holistic + balanced</div>
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