



EDI Workplan

24-26

Completed:

Hire EDI Coordinator	September 2024
EDI Education: <ul style="list-style-type: none">● Managing Microaggressions in the Workplace● Interrupting Bias for Equitable Hiring● Interrupting Bias & Fostering Inclusion through Transformative Conversations● Breaking Barriers: Honouring Black Canadians, Past and Present	<ul style="list-style-type: none">● September 2024● September 2025● October 2025● February 2026
'Getting to Know Us' Staff Survey	February 2025
Listen, Lunch and Learn Sessions	Feb/Mar/July/Nov 2025, Feb 2026
Social Location Workshops	June 2025 – January 2026
Equity Lens	June 2025

Ongoing:

- Agency Roundtable updates, Staff Day education, and standing discussion items in team meetings
- Subcommittee work for observances and awareness education
- Listen, Lunch and Learn sessions
- EDI project-based consultant involvement
- unlearn® activities/thinking as it relates to Catulpa's person served
- Inclusive job postings
- EDI strategic messaging on Catulpa's website
- EDI education workshops (Inclusive Leadership, Building Inclusion)
- 'Equity Lens' publication

Should you have any questions, please feel free to connect with Betty Southorn by email (bsouthorn@catulpa.on.ca).