



Medical & Complex Care
in Community

Diversity, Equity, & Inclusion

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*In today's diverse & interconnected world,
the need to confront & address bias has
become more critical than ever. (Page 6)*

*Join the team!
Learn, Share, Explore!
(Details on Page 2)*

From the team

DEI Committee

Hello and welcome to the fifth edition of the PHSS Diversity, Equity, Inclusion Committee Newsletter! With this edition, we aim to provide in-depth resources and insight into upcoming holidays, observances, cultural celebrations and awareness days.

The DEI Committee is a team seeking to embody all the differences that make us unique individuals. We strive to build an inclusive environment where all feel empowered to share their experiences and ideas and aim to nurture a culture where inclusiveness is a reflex and not an initiative!

To address the challenges of a complex—and increasingly diverse—world, we need to make sure every person has a voice and a seat at the table.

Join the team!

Email us for details at
DiversityTeam@phsscommunity.com

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Mark Your Calendars!

Diversity and Inclusion Calendar Dates - Fall 2023

The 2023 CCDI Diversity and Inclusion Calendar is a comprehensive resource designed to help team members stay informed about important dates.

It includes religious and spiritual observances, cultural celebrations, and awareness days, all conveniently compiled in one place. Being mindful of these dates and planning activities around them will enable you to foster inclusivity within your community every day of the year.



September

- Krishna Janmashtami (6th -7th)
- Rosh HaShana (15th-17th)
- International Day of Peace (21st)
- September Equinox (23rd)
- Bisexuality Day (23rd)
- International Day of Sign Languages (23rd)
- Gender Equality Week (24th-30th)
- Yom Kippur (24th-25th)
- Franco-Ontarian Day (25th)
- Milad un Nabi (*Mawlid*) (27th)
- Mid Autumn Festival (29th)
- Sukkot (30th-Oct 6th)
- Orange Shirt Day (30th)
- National Day for Truth and Reconciliation (30th)

October

- National Day of Action for Missing & Murdered Indigenous Women & Girls (4th)
- Shemini Atzeret (6th-7th)
- Simchat Torah (7th-8th)
- International Lesbian Day (8th)
- World Mental Health Day (10th)
- National Coming Out Day (11th)
- Navaratri (*Durga Puja*) (15th-24th)
- Twin Holy Birthdays (16th-17th)
- Persons Day (18th)
- Dussehra (24th)
- National Down Syndrome Awareness Week (22nd-28th)

Monthly:

Community Support Month
Hispanic Heritage Month
Islamic Heritage Month
LGBTQ History Month
Women's History Month

November

- All Saints' Day (1st)
- All Souls' Day (2nd)
- Lhabab Düchen (4th)
- Veteran's Week (5th-11th)
- Indigenous Veterans Day (8th)
- Remembrance Day (11th)
- Diwali/Deepavali (12th)
- Sigd (12th-13th)
- Transgender Awareness Week (12th-18th)
- International Day of Tolerance (16th)
- Bullying Awareness Week (19th-25th)
- Transgender Day of Remembrance (20th)
- Day of the Covenant (26th)
- Ascension of Abdu'l-Bahá (28th)
- International Day of Solidarity with the Palestinian People (29th)

Monthly:

Albanian Heritage Month
Hindu Heritage Month



*Sign up to
learn more*

CCDI Registration

“The road we travel is equal in importance to the destination we seek. There are no shortcuts. When it comes to truth and reconciliation, we are all forced to go the distance.”

– Justice Murray Sinclair,
Chair of the Truth and Reconciliation
Commission of Canada, to the Canadian
Senate Standing Committee on Aboriginal
Peoples, September 28, 2010



TRUTH & RECONCILIATION

Each year, September 30th is observed as the National Day for Truth and Reconciliation. This significant day is dedicated to honoring the memory of children who never returned home from residential schools and paying tribute to the resilient Survivors of these institutions, as well as their families and communities.

Public commemoration of the tragic and painful history of residential schools, as well as their ongoing impacts, stands as a vital component of the reconciliation process.

Notably, both the National Day for Truth and Reconciliation and Orange Shirt Day are observed on September 30th. Orange Shirt Day is an Indigenous-led grassroots commemorative event with the intention of raising awareness about the enduring intergenerational impacts of residential schools on individuals, families, and communities. It also seeks to promote the profound message that 'Every Child Matters.'

The orange shirt serves as a symbol of the profound loss of culture, freedom, and self-esteem experienced by Indigenous children over generations.

On September 30th, we strongly encourage those residing in North America (Turtle Island) to wear orange as a gesture of respect and remembrance for the thousands of Survivors of residential schools.

It is our collective responsibility to listen, learn, and establish and maintain relationships based on mutual respect.

Reconciliation represents an important step in the journey toward revitalizing the ties between Indigenous peoples and all Canadians. It offers a new way of living and working together to ensure the collective well-being of this generation and the many generations to come.



How to Get Involved

Learning about Indigenous culture and history from Indigenous perspectives:

There is no better time to listen and learn from the Indigenous peoples and communities around you. You can attend workshops and community groups, talk to Elders in your community, and listen to the Indigenous people you know about their history and lived experiences.

Understanding the history of colonialism and its impact on Indigenous peoples and communities is an important first step in reconciliation.

Unsure of where to start??

Whose Land assists users in identifying Indigenous Nations, territories, and communities across Canada. Learn about the territory that your home is situated on and the treaties and agreements signed across Canada.



find out more →

Support Indigenous Creators & Businesses

By supporting indigenous creators & and businesses, you can help preserve their traditions while also sharing their knowledge with others. You can show your support by purchasing products, attending events, sharing on social media, and recommending their products, and works to friends and family.



Not sure if there are Indigenous-owned businesses near you?

The Government of Canada has an Indigenous Business Directory where you can search by city or town and business type.

← *Scan here!*

Support (Volunteer) Indigenous Non-profits:

There are over 600 Indigenous non-profits in Canada you can support that are created by and for Indigenous communities, and many of these offer information about how Canadians can volunteer with them to support their causes.

Connect with your local Friendship Centre to find out about ways you can contribute or check out this list of organizations, find one (or more!) that speaks to you, and reach out to offer your support.



Explore the list of non-profit organizations looking for volunteers →

Resources

Mental Health Resources for Indigenous Peoples

Former residential school students can call **1-866-925-4419** for emotional crisis referral services and information on other health supports from the Government of Canada.

Indigenous peoples across Canada can also go to The Hope for Wellness Help Line 24 hours a day, 7 days a week for counseling and crisis intervention. Call the toll-free Help Line at **1-855-242-3310** or connect to the online chat, (*Please use Google Chrome*).



Let's Talk About...

Confronting Bias: Thriving across all our differences

In today's diverse & interconnected world, the need to confront & address bias has become more critical than ever.

Bias, whether explicit or implicit, can hinder progress, create social divides, and impede our ability to embrace the richness of human diversity. However, by acknowledging these biases and working collectively to overcome them, we can create an environment where everyone can thrive regardless of their differences.

The Nature of Bias

Bias, often rooted in stereotypes, prejudices, or preconceived notions, influences our thoughts, decisions, and actions. It can manifest in various forms such as racial bias, gender bias, ageism, and more. Often, biases are formed unconsciously, making them even harder to recognize and address. Acknowledging that bias exists within all of us is the first step towards a more inclusive society.

The Impact of Bias

The impact of bias is far-reaching. It affects individuals on a personal level, contributing to feelings of exclusion, self-doubt, and isolation. On a societal level, bias can lead to systemic inequalities, unequal opportunities, and unequal distribution of resources. Furthermore, bias limits creativity and innovation by shutting down perspectives that deviate from the norm. To build a thriving society, it's crucial to address bias head-on.

Confronting Bias:

Self-Awareness: The journey to confronting bias begins with self-awareness. By acknowledging our own biases, we can actively work to challenge and change them. Self-reflection and open conversations can help individuals recognize their implicit biases.

Education & Empathy: Educating ourselves about different cultures, backgrounds, and experiences can foster empathy and dispel stereotypes. Encouraging dialogue that allows people to share their stories and perspectives helps create connections that transcend biases.

Inclusive Language: Language has a powerful influence on our perceptions. Using inclusive language and consuming diverse media can shape our attitudes positively.

Diverse Spaces: Creating spaces that celebrate diversity allows individuals to interact and collaborate with people from various backgrounds. Workplaces, schools, and communities should be safe environments where everyone's contributions are valued.

Mindfulness & Unlearning: Being mindful of our thoughts and behaviors can help us catch bias before it influences our actions. Unlearning bias requires conscious effort, consistent learning, and challenging prejudiced thoughts.

Thriving Across All of Our Differences

Equal Opportunities: Ensuring equal opportunities for all, regardless of their background, enables individuals to showcase their talents and contribute to society's progress.

Inclusive Policies: Institutions should establish and implement inclusive policies that prevent discrimination and bias. Diversity should be a core value reflected in all aspects of an organization.

Collaboration: Collaboration among individuals from diverse backgrounds fosters innovation by bringing together unique perspectives and ideas.

Celebrating Differences: Rather than fearing differences, we should celebrate them. Differences in thought, culture, and experience can lead to well-rounded solutions and a more vibrant society.

*"Strength lies in differences,
not in similarities."
- Stephen Covey.*



— Empowering Change: PHSS Update

The 50-30 Challenge



The 50 – 30 Challenge is an initiative between the Government of Canada, Canadian businesses, and diversity organizations. The goal of the program is to challenge Canadian organizations to increase the representation and inclusion of diverse groups within their workplaces while highlighting the benefits of giving all Canadians a seat at the table.

The 50 – 30 Challenge asks that organizations aspire to two goals:

- Gender parity (50% women and/or non-binary people) on Canadian boards and/or in senior management; &
- Significant representation (30%) on Canadian boards and/or senior management of members of other equity-deserving groups, including those who identify as Racialized, Black, and/or People of colour ("Visible Minorities"), People with disabilities (including invisible and episodic disabilities), 2SLGBTQ+ and/or gender and sexually diverse individuals, and Aboriginal and/or Indigenous Peoples. The program and participants recognize Indigenous Peoples, including First Nations, Métis and Inuit, as founding Peoples of Canada and underrepresented in positions of economic influence and leadership.

“We are thrilled to begin this transformative journey as we embrace Canada's 50-30 challenge! Our DEI Committee stands by the belief that diversity fuels innovation and inclusion creates excellence. Together, we strive to build a more vibrant, equitable, and united community where every individual thrives and their unique talents shine.”

- DEI Committee

Organizations that are more diverse are:

- more likely to outperform their peers;
- twice as likely to meet or exceed financial targets;
- eight times more likely to achieve better business outcomes.

Diversity in the workplace just makes sense!

Effective diversity and inclusion strategies can help organizations advance their goals. Many organizations have shown that leveraging diversity and inclusion can:

- attract the best and the brightest to broaden the talent pool and help overcome skill gaps.
- perceive problems from different angles, identify new and unexplored market opportunities, and relate to unmet market needs.



- help them outperform financially. A recent study showed that companies with gender-diverse executive teams outperform those with little gender diversity by 48%. In terms of companies with culturally diverse executive teams versus companies with little cultural diversity among their executive ranks, the difference was 36%.
- promote innovation by bringing multiple perspectives and experiences to bear on complex problems. A 2018 study found that companies that have more diverse management teams have 19% higher revenue due to innovation.

In Partnership with: **Canada**

Celebrating Culture Through Food:

Kana'talako Oneida Cookies

Prep Work

1. Check the oven for pans
2. Turn the oven on to 400 degrees – **kayé: tewá'nyáwelu'**
3. Put the parchment paper on the bottom of the pan – **teyowiskwat kayatuhseh**
4. Put the dough-rolling paper on the table

Ingredients

- 3 cups flour – **ahsá ni: katikapslake othé:tsheli'**
- 6 teaspoons baking powder – **yá:yak swatokwá:slat watúkwas**
- 2 teaspoons cinnamon – **tewatokwá:tslake cinnamon**
- pinch of salt – **ohstuha tyohyo:tsis**
- 1 cup sugar – **skatikapslat onutakeh**
- 1 cup raisins – **skatikapslat raisins**
- 1 egg beaten – **uska watahwalih o'nhúhsa'**
- 1 and 3/4 cup milk – **uska khále' 3 quarter onúta'**
- 1/3 cup oil – **1 third skatikapslat ká:yé:**

Steps

1. Mix your dry ingredients first, then mix wet ingredients like **onúta'** (milk), **o'nhúhsa'** (eggs), **ká:yé:** (oil). Mix all the ingredients together,
2. Use your knuckles to knead **katsihko:tú:** (dough), **waktsihkotúni** (I knead)
3. Pat it out (roll out or spread out dough),
4. Cut out cookies, brush the extra flour off, and place on top of the parchment paper lined pan,
5. **Tewashá minute yásatna'tálu** (Bake for 20 minutes)



66

“Some people have said they use this recipe for cooking Hoyan Donuts”

*Scan here to
Learn More* →



Watná:talute' Oneida Ovenbread

Prep Work

1. Check the oven for pans
2. Turn the oven on to 400 degrees – **kayé: tewá'nyáwelu'**
3. Put the parchment paper on the bottom of the pan – **teyowiskwat kayatuhseh**
4. Put the dough-rolling paper on the table

Ingredients

- 3 cups flour – **ahsa ni: katikapslat othé:tsheli'**
- 4 teaspoons baking powder – **kayé: ni:watokwá:slake watúkwas**
- 1 teaspoon baking soda – **swatokwá:slat tekniyé:nas watúkwas**
- pinch of salt – **ohstuha tyohyó:tsis**
- 3 cups buttermilk – **ahsa nikatikapslake kanu'tathé:tu**



Steps

1. In a large bowl; **atekawli** (stir) your dry ingredients, then add buttermilk and mix together.
2. Sprinkle flour down on dough-rolling paper (if you own one).
3. Fold the dough over about twenty times. Use knuckles to knead the **katsihko:tu** (dough)
4. **nlki' káksaku lhatáne'** (Put into the pan)
5. **tewashá minit ylasatna'tálu** (Cook for 20 minutes)

Enjoy!



translations/transcript compliments of the:

Oneida Language & Cultural Centre

On/iyota'a:ka – Oneida: People of the Standing Stone, a nation of the Lotinoshoni Confederacy, moved from their ancestral homelands, what is now known as New York State in 1840 to their present location along the banks of the Thames River.

The Oneida Language Committee formed around 1981 to respond to a growing demand for Oneida language instruction and to begin development of language resource materials.

OLCC practitioners work diligently to keep the Oneida language vibrant. Methods research is geared toward producing speakers who are equipped to use Oneida in their everyday lives in their homes, in their neighbourhoods and in our community.





Embracing diversity is not only about addressing bias but actively creating an environment where everyone can thrive.



**EMPLOYER
PARTNER**

As an Employer Partner with the Canadian Centre for Diversity & Inclusion (CCDI), PHSS is able to provide a number of resources for staff to support us on our diversity and inclusion journey! If you haven't already; be sure to self-register today by scanning the QR code!

(Be sure to use your PHSS staff email address when signing up!)



CCDI Registration

www.phsscommunity.com