



Region of Waterloo

# Office of Reconciliation and Equity, Diversity and Inclusion (REDI)

Community Health and Services Committee

December 6, 2022

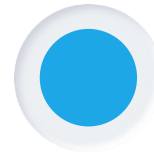
**Paula Whitlow** – Director, Truth  
and Reconciliation

**Fauzia Baig** – Director, Equity,  
Diversity and Inclusion

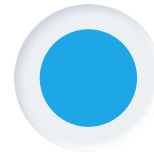


# Office of Reconciliation and Equity, Diversity and Inclusion

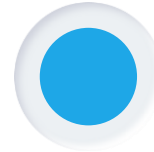
Our work is guided by,  
and grounded in



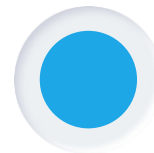
Truth and Reconciliation Commission  
Calls to Action



Regional Community Safety and  
Wellbeing Plan



Ongoing Community Engagement,  
Research and Collaboration



Local Community Calls to Action

# Big Goals and Guiding Vision

Integrating principles of Truth and Reconciliation as well as equity, diversity and inclusion into Regional policy, practices and internal standards to create a better community



# Current Programs and Initiatives



Incorporating Truth and Reconciliation into all Regional initiatives



Community Safety and Wellbeing Plan



Reconciliation and Equity Investment Fund



Upstream Fund



Multi-Year Strategic EDI and Reconciliation Planning



Internal staff EDI initiatives



Days of significance



Relationship and trust building (community engagement, public consultations and community relations)



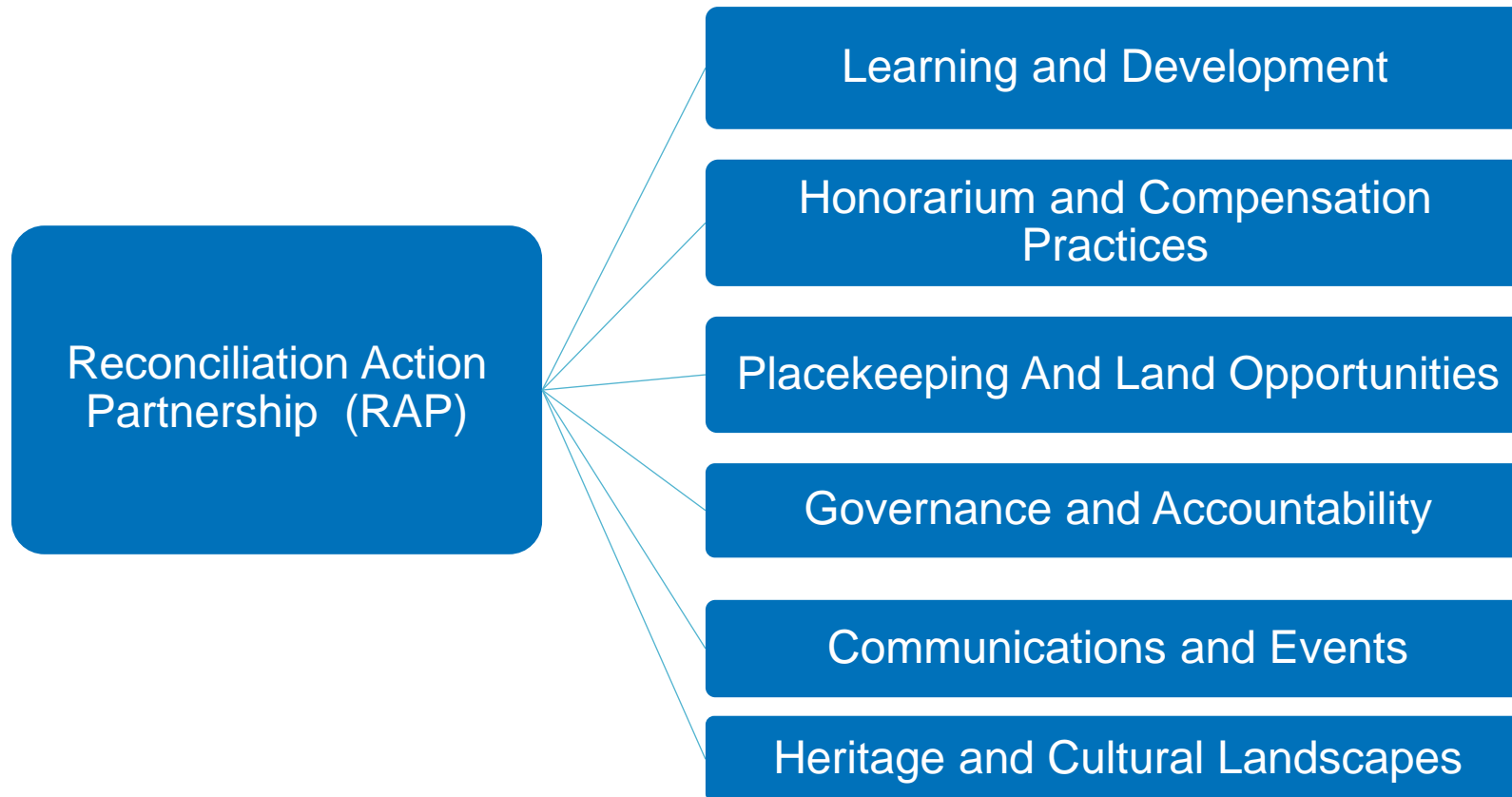
Municipal Collaboration



Corporate-wide advising and consulting and collaborating



# Truth and Reconciliation Initiatives



## 2022 RAP Highlights

**Celebrating our Truth:  
Pow Wow**

**Supporting Every Child  
Matters Tribute**

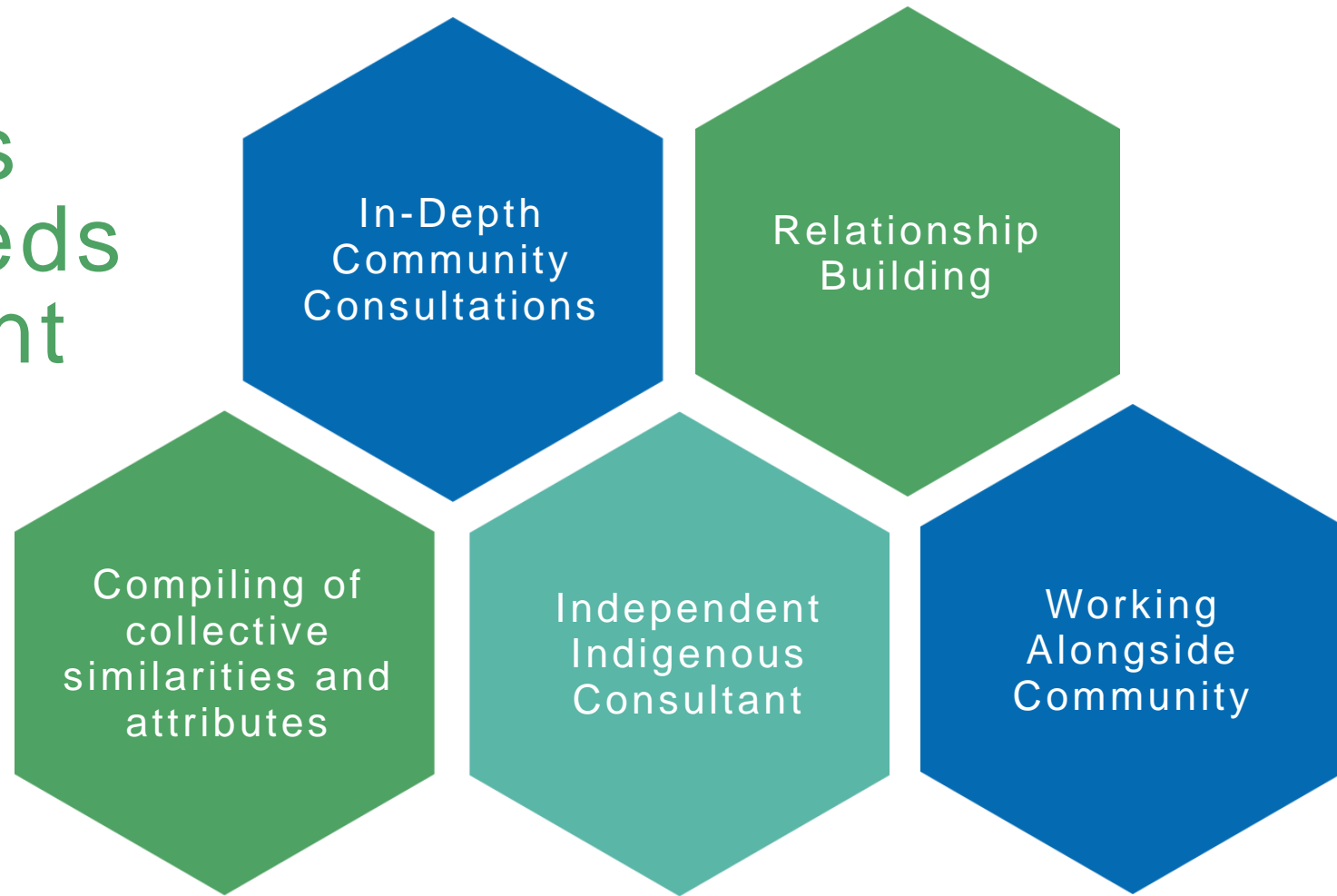
**Urban Indigenous  
Communications  
Intern**

**Cross-Municipal  
Cultural Training  
Opportunities**

**Coordinated  
Communications  
Strategy**

**Reimagined  
governance structure**

# Indigenous Space Needs Assessment



## REDI Initiatives



The network of intertwined REDI initiatives and values

# Reconciliation and Equity Investments



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**\$5M in 2021**  
**\$10M in 2022**

to improve social and economic health and wellbeing of First Nations, Inuit and Métis, African Caribbean and Black, racialized, and other marginalized communities who continue to face systemic barriers

39 Regional Projects

To transform service delivery, remove barriers, and improve equity, diversity and inclusion broadly within the organization and in the community

\$1M Immigrant Economic Wellbeing Fund

An investment with the Immigration Partnership to fund initiatives that will support immigrant employment, entrepreneurship and economic wellbeing

\$2M Equity Community Capacity Fund

Directly funding 16 grassroots community initiatives led by and serving Indigenous, Black, racialized, and other historically underfunded communities

## Stories of Impact

### Portable Rent Assistance Program

“Improved my family dynamics and bettered our physical health and mental with the economical rent increase every year”

“Before this program, my entire income went to rent”

“I was on the verge of becoming homeless. I was constantly stressed out and because of that, I developed many health issues. Being a part of this program made me feel supported by the community”

# Upstream Fund

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Community-led and system supported approach to improving safety and wellbeing in Waterloo Region



The Upstream Fund prioritizes grassroots organizations and communities historically excluded from funding:

- First Nation, Inuit and Métis
- African, Caribbean and Black identifying
- Racialized and marginalized groups
- Newcomers
- Rural
- 2SLGBTQ+
- Youth
- People living with disabilities

# Upstream Fund



12 Community Collaborative Sessions

\$12M Requested

\$2.1M Upstream Funds Distributed

3 Cities and Townships

100+ Applications

\$2M Equity Community Capacity Funds Distributed

30+ One-on-one Sessions

12 Community change committee members

41 Recipients



# Upstream Fund Next Steps

- Finalize and sign 2022 Agreements
- Work with independent evaluation consultant
- Support Launch of projects
- Continue to update council and the community on the transformative effect of this initiative

# Office of Reconciliation and Equity, Diversity and Inclusion (REDI)

Thank You!