HALTON EQUITY & DIVERSITY ROUNDTABLE

2025 2026

ANNUAL REPORT

BUILDING SYSTEMIC INCLUSION AND EQUITY IN HALTON

The Halton Equity Diversity Roundtable (HEDR) is a dynamic and forward-thinking organization dedicated to promoting equity, diversity, and inclusion within the Halton region. With a passionate commitment to creating a community where individuals feel like they belong, HEDR brings together individuals, organizations, and businesses that share a common vision of a diverse and harmonious community.

HEDR's mission revolves around strengthening the ability of community members and organizations to advance diversity, equity, and inclusion in Halton through skills, knowledge, and relationship building. HEDR does this to fostering an environment where individuals from all walks of life, regardless of their race, ethnicity, gender, sexual orientation, age, ability, or socioeconomic status, feel empowered and valued. By promoting understanding, respect, and inclusivity, HEDR aims to eliminate barriers, prejudices, and systemic inequalities that hinder social progress and hinder the growth of a cohesive society.

LAND ACKNOWLEDGEMENT

The Halton Equity and Diversity Roundtable is grateful to acknowledge that we are on Treaty Lands and Territory of the Mississaugas of the Credit First Nation and the Traditional Territory of the Haudenosaunee and the Huron-Wendat.

We recognize that Halton is home to many First Nations, Inuit and Metis peoples of the past, present and future. We continue to reflect on the past and acknowledge that which came before us, while recognizing the importance of taking the path of Truth and Reconciliation.

We are committed to raising awareness for building systemic inclusion and equity in Halton, and we strive to learn and work together effectively to move us forward towards a community where individuals are valued, respected and empowered.

Our Vision

A Halton community where everyone experiences equity, inclusion, dignity and belonging.

Our Mission

To advance equity, diversity, inclusion and accessibility through learning, collaboration, relationship-building and collective action.

Our Approach

HEDR's work is grounded in four interconnected priorities:

- Learning: Building knowledge, skills and confidence to advance equity and inclusion.
- Connection: Creating opportunities for organizations and individuals to learn from one another and develop meaningful relationships.
- Shared action: Supporting collaborative approaches to addressing systemic barriers and inequities.
- Belonging: Promoting environments where people are respected, valued and able to participate fully.

Our network brings together participants from a broad range of sectors, including health care, social services, education, government, policing and justice, Indigenous organizations, environmental organizations, and children and youth services.

This cross-sector approach allows HEDR to identify shared challenges, exchange promising practices and support coordinated action across the region.



MESSAGE FROM CHAIR

It is a privilege to serve as Chair of the Halton Equity and Diversity Roundtable (HEDR), an organization that has been part of my journey for many years. As one of HEDR's original members, I have witnessed its growth from a small group of committed community partners into a valued resource for advancing equity and inclusion across Halton.

From the beginning, we shared a belief that by combining our experiences, knowledge and resources, we could create a more equitable and inclusive community. Through my work in child welfare and diversity, equity and inclusion, I have seen how systemic barriers affect children, youth, families and communities, as well as the positive impact of organizations committed to learning and change. This is why HEDR's mission remains so important to me.
Over the years, HEDR has helped organizations move beyond awareness toward more inclusive practices through education, community engagement and shared learning. This past year reflected that continued growth. Pride in Equity brought people together to celebrate identity and belonging, while DEI Foundations for Emerging Leaders demonstrated our commitment to developing inclusive leadership across Halton.

A particularly meaningful experience was visiting the Mississaugas of the Credit First Nation with fellow HEDR representatives. We were warmly welcomed and learned about the community's history, culture and traditions while exploring opportunities for collaboration. Our work together on the Truth and Reconciliation Summit reinforced that reconciliation is an ongoing responsibility grounded in listening, respect and learning directly from Indigenous communities.

At a time when conversations about equity, diversity and inclusion can be challenging, HEDR's role is more important than ever. We create space for respectful dialogue, encourage different perspectives and support organizations in addressing inequities.
I extend my sincere appreciation to our Board of Directors, staff, volunteers, members and community partners for their dedication. I also recognize Marcus Logan for his many years of leadership and commitment to HEDR, alongside the many individuals who have helped build the strong foundation on which we continue to grow.

Looking ahead, I am excited about the opportunities to strengthen partnerships, amplify voices too often overlooked and make a lasting difference across Halton. I am grateful to have been part of HEDR's journey from its early beginnings and honoured to continue this work toward a more equitable, inclusive and welcoming community for all.

DONNA MILES
CHAIR

BOARD OF DIRECTORS

ASSAD HOOSEIN
BECKY ANDRADE
BIBI MOHAMMED
CATHERINE MCLEOD
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SHELDON SAMLALL

EX-OFFICIO

ANCILLA HO-YOUNG
MARCUS LOGAN
TIM MCCLEMONT



MESSAGE FROM HEDR

The year 2025 was a year of building experiences for the Halton Equity Diversity Roundtable. It was a year in which we continued to strengthen our role as a regional convener, learning partner and catalyst for equity, diversity, inclusion and accessibility across Halton.

Throughout the year, our focus was on creating meaningful opportunities for people to learn together, build relationships across sectors and develop the knowledge and skills necessary to advance inclusion within their organizations and communities. From leadership development and professional learning to reconciliation, advocacy and community engagement, our programs reflected the understanding that lasting change requires both individual commitment and collective action.

We welcomed 833 recorded attendances across 18 engagements, including a record 189 delegates at our annual IDEA Conference. We introduced our inaugural Truth and Reconciliation Summit in collaboration with our Truth and Reconciliation Action Table, established a tiered membership program, and continued to explore innovative ways to make learning more accessible through self-guided resources and digital content.

These accomplishments reflect the commitment of our members, community partners, facilitators, volunteers, funders and participants. Their willingness to share knowledge, ask difficult questions and work collaboratively continues to strengthen HEDR and the broader Halton community.

As we look ahead, we recognize that equity work is ongoing. It requires sustained investment, thoughtful leadership, meaningful relationships and a willingness to translate intention into action. The foundation we built in 2025 positions HEDR to deepen its impact and continue supporting organizations as they work toward more equitable and inclusive communities.

Thank you to everyone who contributed to our work throughout the year.

DAVEN SEEBARRAN
EXECUTIVE DIRECTOR

BALANCE SHEET

April 1, 2025 - March 31, 2026

	2025	2025
Assets		
Cash	**$49,606**	$25,503
Accounts Receivable	22700	2,075
Grants Recievable		
Prepaid Expenses	**565**	
Total Assets	**72,871**	27,578
Liabilities		
Accounts Payables	$4,686	
Accrued Liabilities	19,042	
Deferred Revenues	8,031	
Total Expenses	**31,759**	
Equity		
Opening Retained Earnings	**$27,578**	$29,355
Retained Earnings/ Deficit	**$13,534**	-$1,777
Total Equity	**$41,112**	$27,578
Total Liabilities & Equity	**$72,871**	$27,578

STATEMENT OF OPERATIONS

Halton Equity Diversity Roundtable
April 1, 2025 - March 31, 2026

	2026	2025
Revenues		
HRCIF	**$125,107**	$124,671
BSC Action Table		
CSMARI Funding		93,245
Grants - Municipal	5,000	
Grants - Other	1875	
Program Income	**107,302**	50,014
Total Revenues	**239,284**	267,930
Expenses		
Salary and Benefits	**$114,988**	$141,180
Professional Services	18,469	29,004
Programming	78,843	62,755
Operational Costs	12,550	22,554
Travel	900	1,476
Contract Services		12,738
Total Expenses	**225,750**	269,707
Surplus(Deficit)	**$13,534**	-$1,777

2025 AT A GLANCE

The 2025 reporting year was marked by growth in programming, new approaches to learning and the continued development of HEDR's membership model.

Impact indicator	2025 results
Engagement activities	18
Recorded attendances	833
IDEA Conference delegates	189
Truth and Reconciliation Summit	64
Paid organizational members	25
Annual membership contribution levels	$250 to $2,500

These figures represent participation across HEDR's learning, leadership, community and membership activities. Recorded attendances reflect participation in individual engagements rather than a verified count of unique people.

Our programming offered opportunities for participants to explore foundational DEI concepts, strengthen leadership and communication skills, examine systemic barriers, engage in reconciliation learning and develop practical approaches to advocacy and inclusive design.

Beyond individual events, 2025 was also a year of organizational development. We invested in building a more structured membership program, broadening our learning resources and strengthening the foundation for HEDR's continued growth.

A YEAR OF BUILDING MEANINGFUL LEARNING EXPERIENCES

HEDR's learning programs are designed to support participants at different stages of their equity and inclusion journeys. Some activities introduce foundational concepts, while others help experienced practitioners and organizational leaders examine more complex issues and translate their learning into practice.

In 2025, we continued to build a diverse portfolio of experiences that combined education, reflection, dialogue and practical application.

IDEA Conference: A Record Year
189 delegates | June 2025 | Royal Botanical Gardens, Burlington

The 2025 IDEA Conference was a major highlight of the year. Delivered in collaboration with Our Kids Network and Community Development Halton, the conference brought together 189 delegates at the Royal Botanical Gardens in Burlington.
The conference created space for participants from across sectors to exchange ideas, explore emerging practices and strengthen their understanding of inclusion, diversity, equity and accessibility.

By bringing together leaders, practitioners and community members, the conference reinforced the importance of cross-sector collaboration. Complex equity challenges rarely sit within the boundaries of a single organization or service system. Meaningful progress depends on shared learning, stronger relationships and a willingness to work collectively. The record attendance demonstrated the continued value of HEDR's convening role and the demand for opportunities to learn and connect around equity and inclusion.

The conference also reflected HEDR's commitment to working with community partners to create experiences that connect learning with practical organizational and community needs.

Truth and Reconciliation Summit
64 participants | September 2025 | Burlington Public Library

In September 2025, HEDR introduced its first Truth and Reconciliation Summit in collaboration with the Truth and Reconciliation Action Table. The summit brought learners together at Burlington Public Library for a day dedicated to learning, reflection and dialogue about truth and reconciliation.

A central component of the program was the KAIROS Blanket Exercise, an interactive learning experience designed to deepen understanding of Indigenous histories, colonialism and the ongoing impacts of colonial policies and practices. Participants also took part in discussions exploring truth and reconciliation and the responsibilities individuals and organizations carry in advancing this work.

The inaugural summit represented an important step in strengthening HEDR's reconciliation programming. It provided an opportunity for participants to move beyond general awareness and begin examining the relationships between historical injustices, present-day inequities and organizational responsibility.

The summit also reflected the leadership and commitment of HEDR's Truth and Reconciliation Action Table, which helped create a foundation for continued learning and collaboration.

Participant feedback will help inform future iterations of the event. HEDR looks forward to growing the summit and creating additional opportunities for organizations and community members to deepen their understanding and translate learning into meaningful action.

We recognize that reconciliation is not a one-day activity. It requires ongoing learning, listening, relationship-building and accountability.

Foundational DEI Learning

Foundational learning remained an important part of HEDR's programming in 2025. Activities such as Allyship 101, DEI 101, DEI Foundations and Intersectionality and Bias offered opportunities to explore core concepts and develop a stronger understanding of how identity, power, privilege and systemic barriers shape people's experiences.

These programs supported participants in examining the relationship between personal behaviours and broader organizational practices. They also helped create a shared language that can support more productive conversations about equity and inclusion within workplaces and communities.

HEDR recognizes that participants enter this work with different levels of experience. Foundational programming helps establish a baseline of understanding while creating pathways for continued learning and more advanced development.

EXPANDING ACCESS THROUGH SELF-GUIDED LEARNING AND DIGITAL INNOVATION

One of the important areas of development in 2025 was HEDR's exploration of new approaches to delivering educational content.

Recognizing that not everyone can attend scheduled workshops or facilitated learning sessions, HEDR began leveraging artificial intelligence to support the development of accessible, flexible learning resources.

Short-Form Educational Content
HEDR used AI-supported development processes to create short educational videos focused on core DEI concepts. These resources were intended to make foundational learning more accessible and provide opportunities to engage with key concepts in manageable formats.

We also explored mini-learning content suitable for social media, allowing foundational messages and educational concepts to reach audiences beyond traditional workshops. Short-form content can help introduce concepts, reinforce learning and encourage people to explore subjects in greater depth.

Self-Guided Learning
HEDR also leveraged AI to support the development of self-guided learning resources that participants can access at their own pace.

This approach provides flexibility for people balancing competing professional and personal responsibilities. It also creates opportunities for organizations to supplement facilitated programming with resources that can be revisited as needed.

Self-guided learning is not intended to replace facilitated dialogue, particularly when topics involve lived experience, power, identity or complex organizational challenges. Instead, it offers a complementary pathway for building foundational knowledge and preparing participants for deeper engagement.

Looking Ahead
The development of digital and self-guided resources represents an opportunity for HEDR to expand its reach, strengthen learning continuity and explore more scalable approaches to education.

As this work evolves, maintaining accuracy, accessibility, cultural responsiveness and meaningful human oversight will remain important considerations.

ORGANIZATIONAL IMPACT

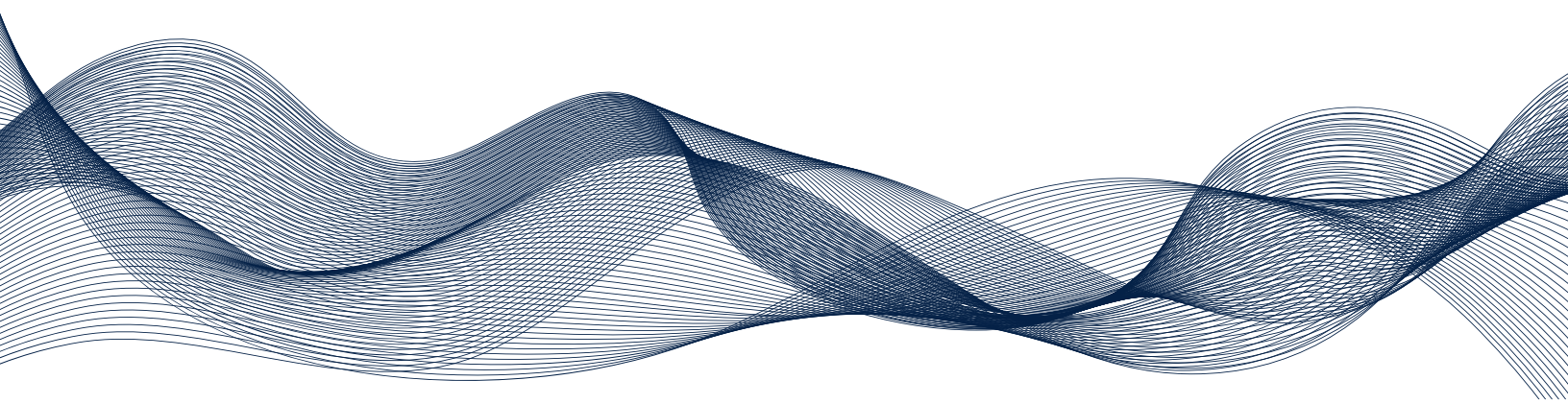
833
LEARNERS

90%+
SATISFACTION RATE

- 20,493 website page views
- 10,672 website sessions
- 5888 Unique website visitors
- 856 Unique Individual read our emails
- 100K+ Instagram reach
- 3 new educational tools

18
LEARNING OPPORTUNITIES

- 5 Membership Meetings
- 5 Communities of Practice
- 3 Anti-Oppression Trainings
- 1 conference
- 1 Summit
- 1 Symposium



HALTON EQUITY & DIVERSITY ROUNDTABLE

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