

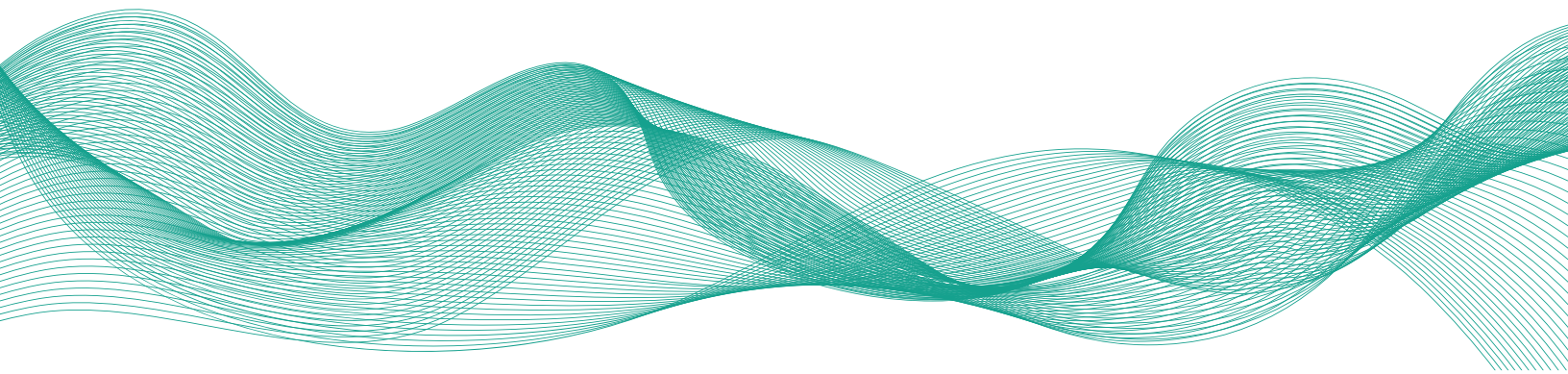


HALTON EQUITY & DIVERSITY
ROUNDTABLE

**2024
2025**

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.

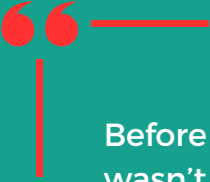
HEDR's mission revolves around strengthening the ability of community members and organizations to advance diversity, equity, and inclusion in Halton through skills, knowledge, and relationship building. HEDR does this to fostering an environment where individuals from all walks of life, regardless of 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.



Before I ever walked through the doors (or logged into an online forum) I wasn't sure who would truly understand what it meant to carry the invisible weight of being "the only one" in a room: the only Black woman, the only voice speaking up about race, the only person reminding others that equity isn't just a checkbox.

Then I found HEDR. At HEDR, I didn't have to explain myself; that alone was powerful.

It wasn't just the workshops, or the shared language around anti-oppression, it was the energy. Intentionality. The way members leaned into discomfort and showed up to practice accountability. My experience here reminded me that change isn't always loud, or fast. Sometimes, it's in the questions we're brave enough to ask each other.

This community helped me root myself more deeply in my own work, whether I'm advocating in a boardroom, facilitating in a classroom, or holding space in community. Because of HEDR, I don't feel alone in the push for systems that actually honour all of us.

Simone Jennifer Smith



At HEDR, I didn't have to explain myself; that alone was powerful.



MESSAGE FROM MARCUS

Welcome to the Halton Equity & Diversity Roundtable's AGM. As the outgoing Board President, I want to reflect on the incredible 11 years I have been part of this organization.

Back in 2013, community partners met at HMC Connections to respond to growing DEI needs. I don't remember why I was invited. Perhaps it was because of my queer identity and the 2SLGBTQA+ education and human rights programs I was offering at the time. But, I do remember that first meeting gave me a deep sense of belonging—one that kept me committed ever since. Over the years, we've embraced change, faced challenges, grown stronger, and built a vibrant, resilient community.

I'm especially grateful to those who supported HEDR in its early days: Kim Jenkinson and HMC Connections, ROCK, Tim McClemont at Positive Health Network, the Peel Roundtable, and committed members like Ancilla, Becky, Donna, and Catherine. Your belief in our mission made this work possible.

Thank you to our past coordinators Paula Lam and Amina Amin, and to Daven Seebarran, whose leadership I deeply admire.

An important moment in my career for me was hosting a celebration of life after the sudden passing of Samina Zubairi and working with her partner and family to honour her memory—an experience that will forever stay with me.

Though I'm stepping down as President, I'm not stepping away. I'll continue supporting HEDR through the Finance Committee and remain committed to our shared belief, as Samina said, "that we can—and must—do better, together."

To our new leaders—you have my full confidence and heartfelt support because you are ready. And this organization—our shared legacy—is ready for its next chapter.

MARCUS LOGAN
CHAIR

BOARD OF DIRECTORS

ANCILLA HO-YOUNG

CATHERINE MCLEOD

MELANIE TREMILLS

TIM MCCLEMONT

BECKY ANDRADE

DONNA MILES

MARCUS LOGAN

BIBI MOHAMMED

EMMANUELLE LOPEZ

SHELDON SAMLALL



MESSAGE FROM DAVEN

As we close another year of growth, learning, and impact, I am filled with immense gratitude for the people who make the Halton Equity and Diversity Roundtable what it is—our members, partners, funders, volunteers, and community champions.

The 2024/2025 year was one of reflection and bold action. We deepened our commitment to equity and justice, not only in words, but in tangible programs and initiatives that challenged systems, empowered leaders, and fostered meaningful change.

We hosted events that brought community together in new and vibrant ways—from our Pride Gala and Indigenous Music and Arts Festival to our workshops, symposiums, and our flagship HEDR Conference. These were not just moments of celebration or dialogue—they were acts of resistance, visibility, and solidarity.

Our programming reflected the diversity of our membership, the complexity of our work, and the urgency of the moment. We launched new learning series, offered space for difficult but necessary conversations, and continued to center lived experience in everything we do. We also made deliberate strides toward sustainability and governance, as we prepare to say goodbye to some founding board members and welcome new perspectives to the table.

The work is not always easy—but it is necessary. And in a year where so much continues to shift around us, I am proud of how we have stayed rooted in our values and remained committed to building a more just and inclusive Halton.

Thank you for being part of this journey. Your courage, your care, and your commitment continue to move this work forward.

DAVEN SEEBARRAN
MANAGER

FINANCIAL STATEMENT

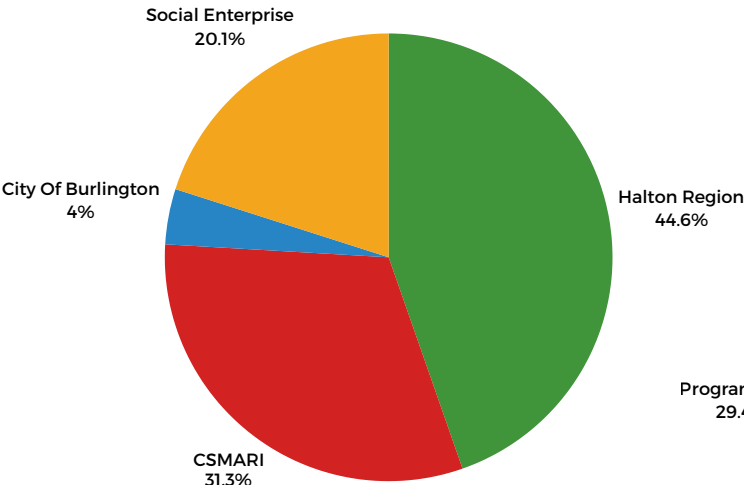
April 1, 2024 - March 31, 2025

	2025	2024
Revenues		
HRCIF	\$133,098	\$121,931
BSC Action Table		12,000
CSMARI Funding	93,245	70,615
City of Burlington	11,925	
Strategic Planning		11,237
Social Enterprise	59,842	10,294
Total Revenues	298,110	226,077
Expenses		
Salary and Benefits	\$141,180	\$134,847
Professional Services	31,061	32,952
Programming	83,350	35,580
Operational Costs	9,614	6,470
Travel	1,327	1,010
Admin Fee	16,647	14,182
Total Expenses	283,179	225,041
Surplus(Deficit)	\$14,931	\$1,036

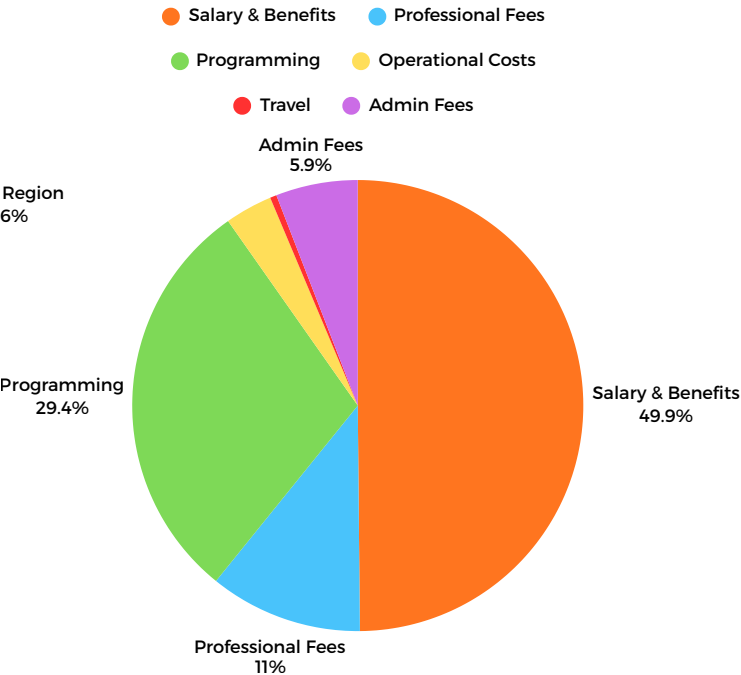
Financial Stewardship

The Halton Region Community Investment Fund (HRCIF) and CSMARI funds were stewarded by Positive Health Network and are included in their organizational audit process to ensure full financial accountability and transparency.

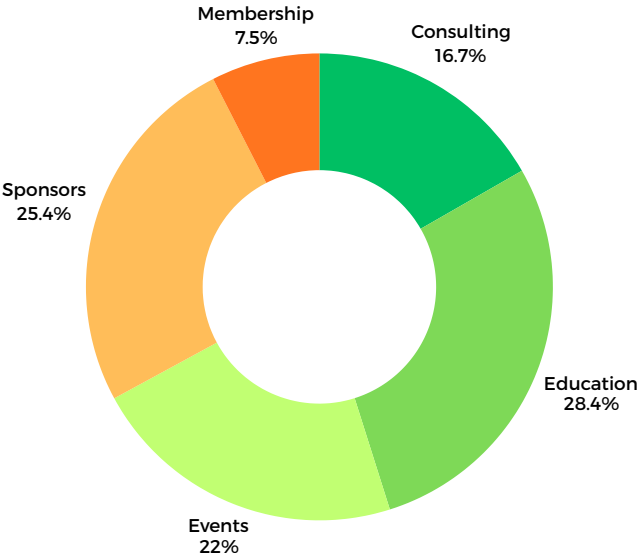
Sources of funding



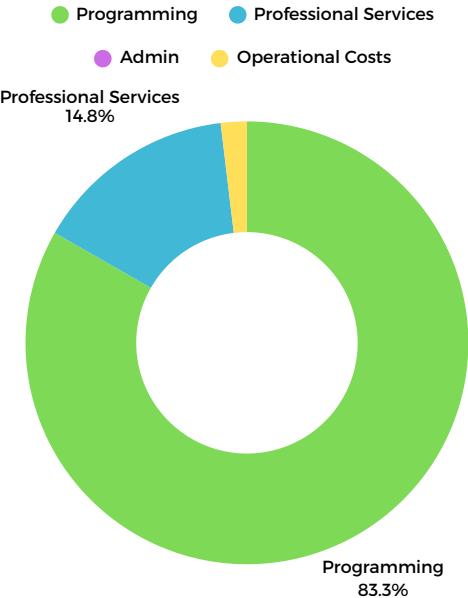
How funds were spent



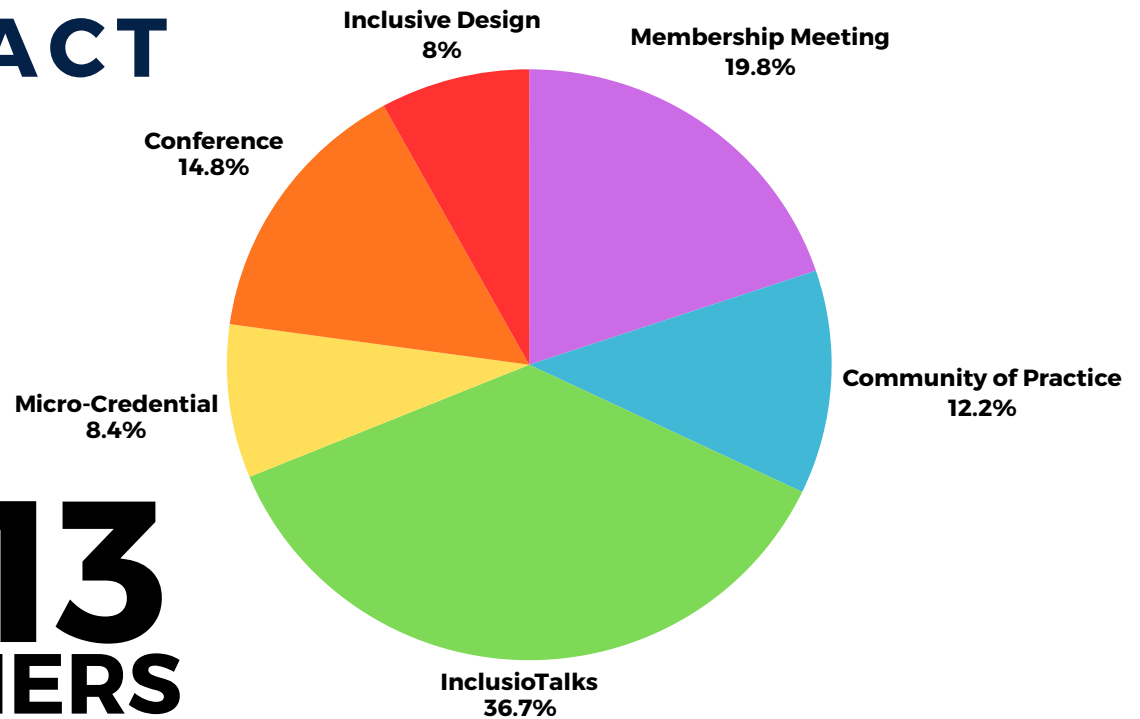
Social Enterprise Income



Social Enterprise Expenses



ORGANIZATIONAL IMPACT



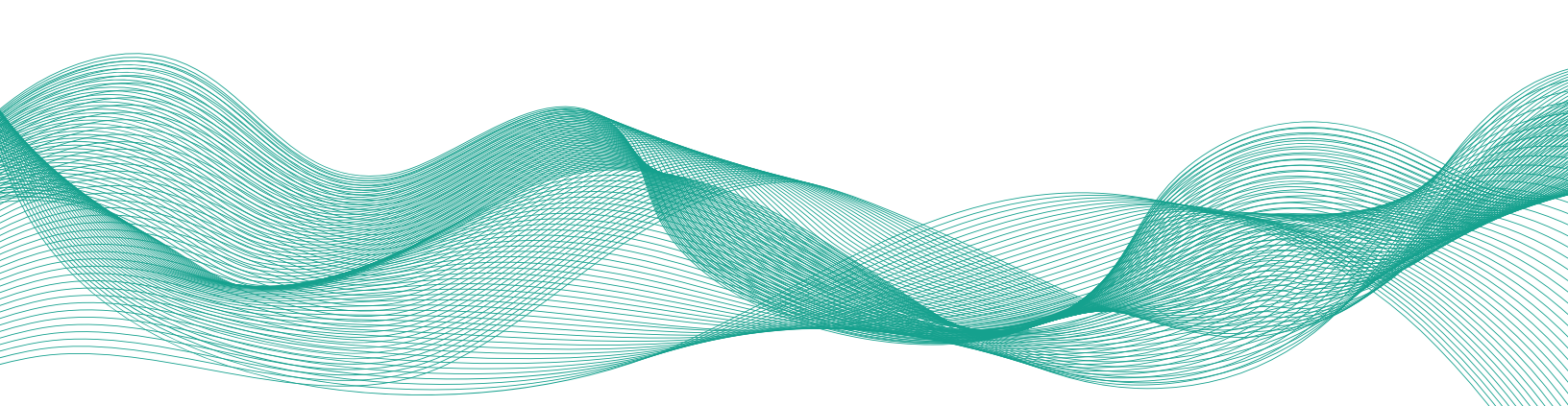
1013
LEARNERS

90%+
SATISFACTION
RATE

- 10,546 Visitors to our website
- 5704 Unique website visitors
- 29 people endorsed the charter
- 680 Unique Individual read our emails
- Redesigned OAT
- 3 new educational tools

23
LEARNING
OPPORTUNITIES

- 5 Membership Meetings
- 5 Community of Practice
- 3 InclusioTalks
- 3 Micro-credential Programs
- 1 conference
- 2 Inclusive Design



THANK YOU

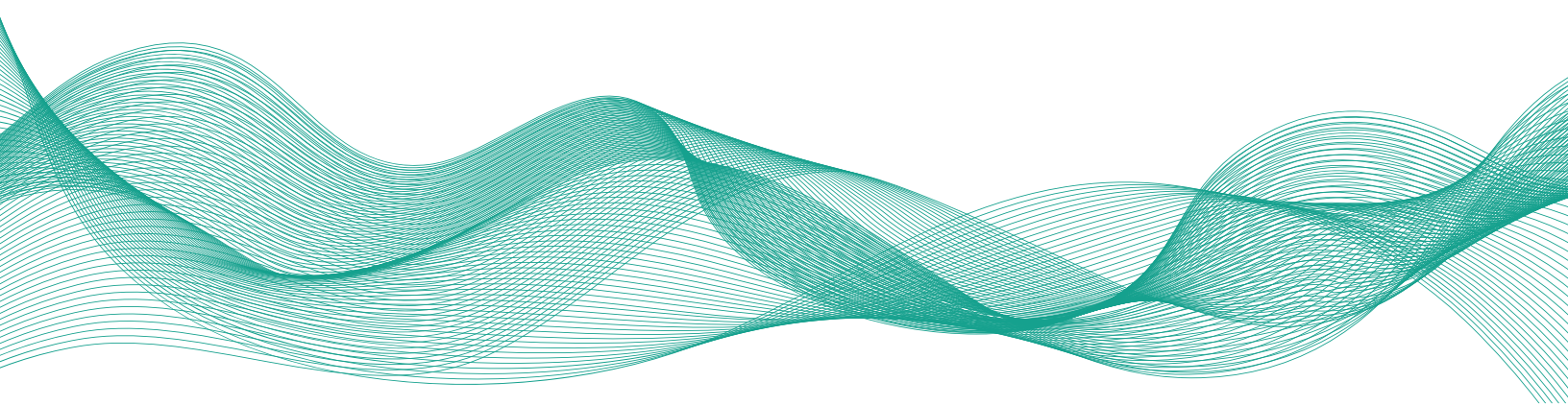


Canadian
Heritage

Patrimoine
canadien



POSITIVE HEALTH
NETWORK



**HALTON EQUITY & DIVERSITY
ROUNDTABLE**

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