

Creating a Toolkit for Diversity, Equity, Inclusion, and Belonging in Therapeutic Recreation Practice

June 6, 2024

*A Panel Presentation from
TRO's Diversity, Equity, Inclusion, & Belonging Committee*

Agenda

Introduction

Brainstorming

Overview of Toolkit

Activity

Summary

Q&A



Online Etiquette

Meeting Etiquette:

- Please turn your cameras on so we can connect face-to-face
- Please include your full name in your Zoom name (this event is members-only)
- Please be respectful of others at all times
- Please leave questions in the Q&A area and a moderator will get back to you

UNITY

We are one team with TRO and our clients at the heart of all we do.

CURIOSITY

Be open to unlearning and relearning.

RESPECT

We acknowledge that stories shared are an opportunity to learn and grow.

OPENNESS

We are not experts on all areas of D and I. However, together we can grow our knowledge.

EMPATHY

We appreciate and try to understand the uniqueness of others; and provide support

COURAGE

We challenge ourselves to ask questions, listen keenly, learn, and grow.

THERAPEUTIC RECREATION ONTARIO

Diversity and Inclusion Committee

Guiding Principles



DEIB Committee



Yvonne Ng-Gerritsen
Chair



Chelsea Lazar
Co-Chair



Debbie-ann Fender
Member

DEIB Committee



Bethesda Galindez
Member



Rhiannon Buffett
Member

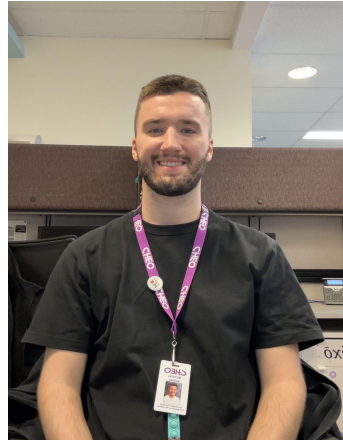


Mary Afable
Member

DEIB Committee



Hashan Fontaine
Member



Nicholas Kathen
Member



Amanda Smart
Member



Crystal-Jade Ross
Member

What is the DEIB Committee at TRO?

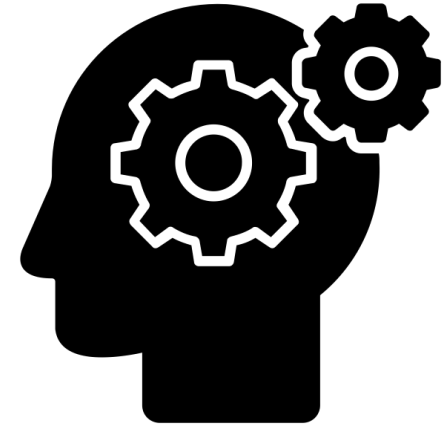
The purpose of the Diversity, Equity, Inclusion, and Belonging (DEIB) committee is to provide insight and recommendations enabling Therapeutic Recreation Ontario (TRO) to foster diversity, equity, inclusion, belonging within its internal operations.

The work of the committee will enable and support TRO members to engage with educational programming, policy practices, and principles around DEIB.

DEIB Committee Initiatives

- 6 TR talks/webinars on DEIB topics
- 3 TRO Conference Sessions (2021, 2022, 2023)
- National Truth & Reconciliation Day Resources
- Promoting Cultural Celebrations/Awareness Days on social media
- D&I Survey
- 2 TRPR Publications
- 1 Guest Editors TRPR Special Edition
- 2 Book Club Sessions
- 2 Equity Deserving Practitioners Wellness Group

Brainstorming



Created by Vectors Market
from Noun Project

<https://www.menti.com/bln1bkmxfrt5>

DEIB TOOLKIT

- Grounding Knowledge and Glossary List
- Social Media Awareness Posts
- Reading & Listening Resources
- Learning Activities and Icebreakers
- Continued Learning Links



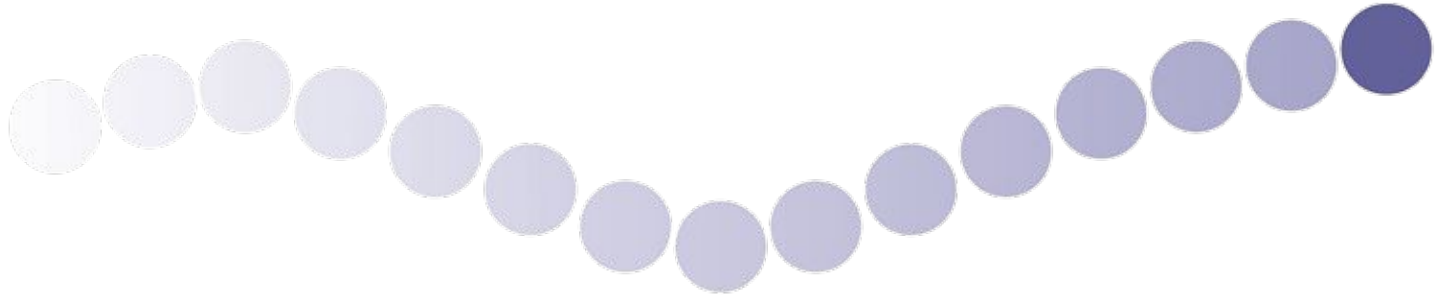
Send your
suggestions to:
d-i@trontario.org

DEIB TOOLKIT

<https://www.trontario.org/deib-resources/>



THERAPEUTIC RECREATION ONTARIO 
Believe · Belong · Become



ACTIVITY TIME



Activity 1: Commonalities & Uniquenesses

Uniquenesses

At your table, each participant is invited to share something that is unique about them.

However, if someone else shares that characteristic, interest, etc. you are encouraged to think of something else that is unique about you.

&

Commonalities

Now, at your table, try to find something that you all share in common.

If not all individuals identify with the statement someone suggests, try to work together to find something else that you all have in common.

Activity #1 Debrief

- How do you feel as you were trying to express something that was unique about yourself?
- When you engage in social settings, do you find you initially look for something in common with others, or identify aspects of yourself that is unique from the group?
- How did you feel as you were trying to find something in common?

Activity 2: Understanding Power & Privilege

Reflect, Share, Observe...

The facilitator explains the concept of social location.

At your table, each participant is encouraged to reflect on the **five (5)** questions presented in the next box.

1. What are my social locations?
2. Which of these are areas where I experience privilege?
3. What social, economic, political privileges do I experience because of this social location?
4. What is the power that I enjoy because of the privileges reflected on above?
5. How does this impact people around me (consider structural power)?



Activity #2 Debrief

- Prior to this activity, have you ever considered what your social location is/was?
- Was the idea of power and privilege discussed in your work place and/or professional training, in this way ever?
- Do you feel comfortable talking about the concept of power privilege? Why or why not?

Upcoming Dates in June

- ★ **List holiday & dates here**
 - June 1st-June 30th- Pride Month
 - June 19th- Juneteenth
 - June 21st- National Indigenous Peoples Day
 - June 27th- Multiculturalism Day Canada
 - June 28 – Pride Day (LGBTQ+)



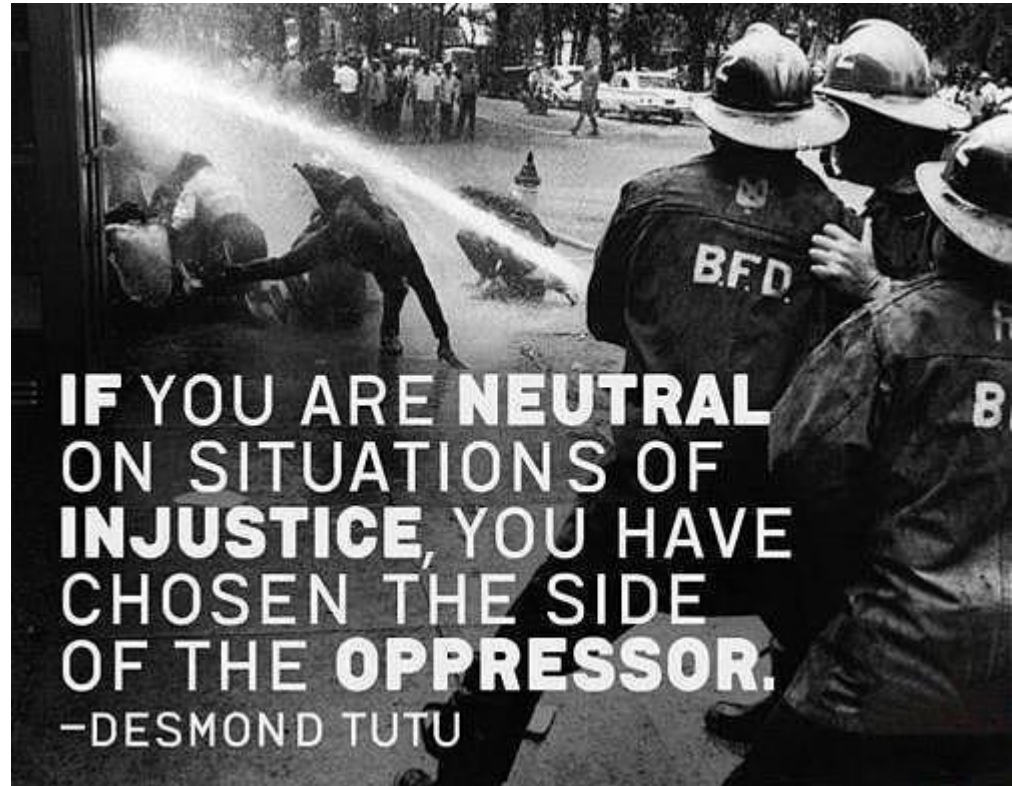
In Summary/ Join us

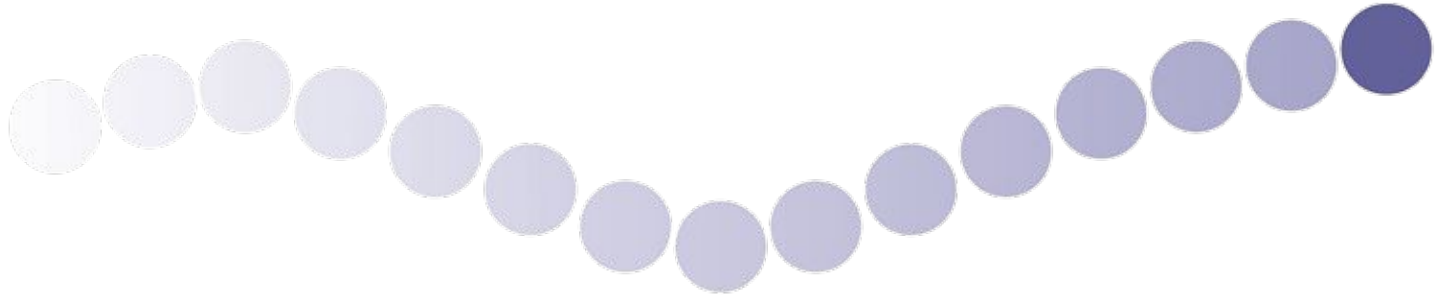
The DEIB committee is
looking for new members!

To join the DEIB Committee
submit your volunteer
application:

[TRO Volunteer Opportunities - Therapeutic](#)

[Recreation Ontario \(trontario.org\)](http://trontario.org).





Thank you! Questions?

You can always email d-i@trontario.org for additional questions