

**To:** Homes First Society Board of Directors  
**From:** Patricia Mueller, HFS Chief Executive Officer  
**Subject:** HFS Anti-Racism Anti-Oppression Training Meeting  
**Date:** January 25, 2022

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**Recommendation:**

**That representatives of the Homes First Board of Directors be appointed to attend a meeting with Canadian Equality Consulting for planning purposes.**

**Background:**

At the Board of Directors meeting held on June 2, 2021, the Board asked that with the assistance of Cory O'Handley, that I develop recommendations for an outside facilitator who will assist the Board in the development of a roadmap for next steps for Anti-Racism and Anti-Oppression training.

At the recommendation of Cory, Homes First's Diversity and Inclusion staff person investigated and secured the services of Canadian Equality Consulting.

Canadian Equality Consulting will be providing a year of support that includes access to monthly webinars, community of practice, diversity, equity and inclusion templates and toolkits, diversity, equity, and inclusion policy templates, microlearning, coaching/spot consulting hours.

In addition, we would receive a Canadian Equality Consulting Membership Badge to be used externally to show our commitment to diversity, equity, and inclusion.

Canadian Equality Consulting will be providing us with four, 3-4 hour live, online workshops (for up to a maximum 20 people) on the following topics:

- Unconscious Bias;
- Anti-Racism and Anti-Oppression;
- Allyship; and
- Gender and Sexual Diversity 101.

In order to better serve Homes First, Canadian Equality Consulting would like to schedule a one-hour meeting in late-February or early-March (during business hours) with representatives of Homes First to establish a timeline, develop details about the structure of this project, as well as to reserve dates for the workshops. The agenda for the meeting would be as follows:

- Introductions
- Canadian Equality Consulting Presentation:
  - About Canadian Equality Consulting
  - Your Canadian Equality Consulting Project Team
  - Project Process & Timeline
  - Project Management
- Q&A Discussion
- Next Steps

While it is not necessary for every Director to attend, it would be beneficial for Canadian Equality Consulting to meet with as many Directors as possible to better discern our goals.