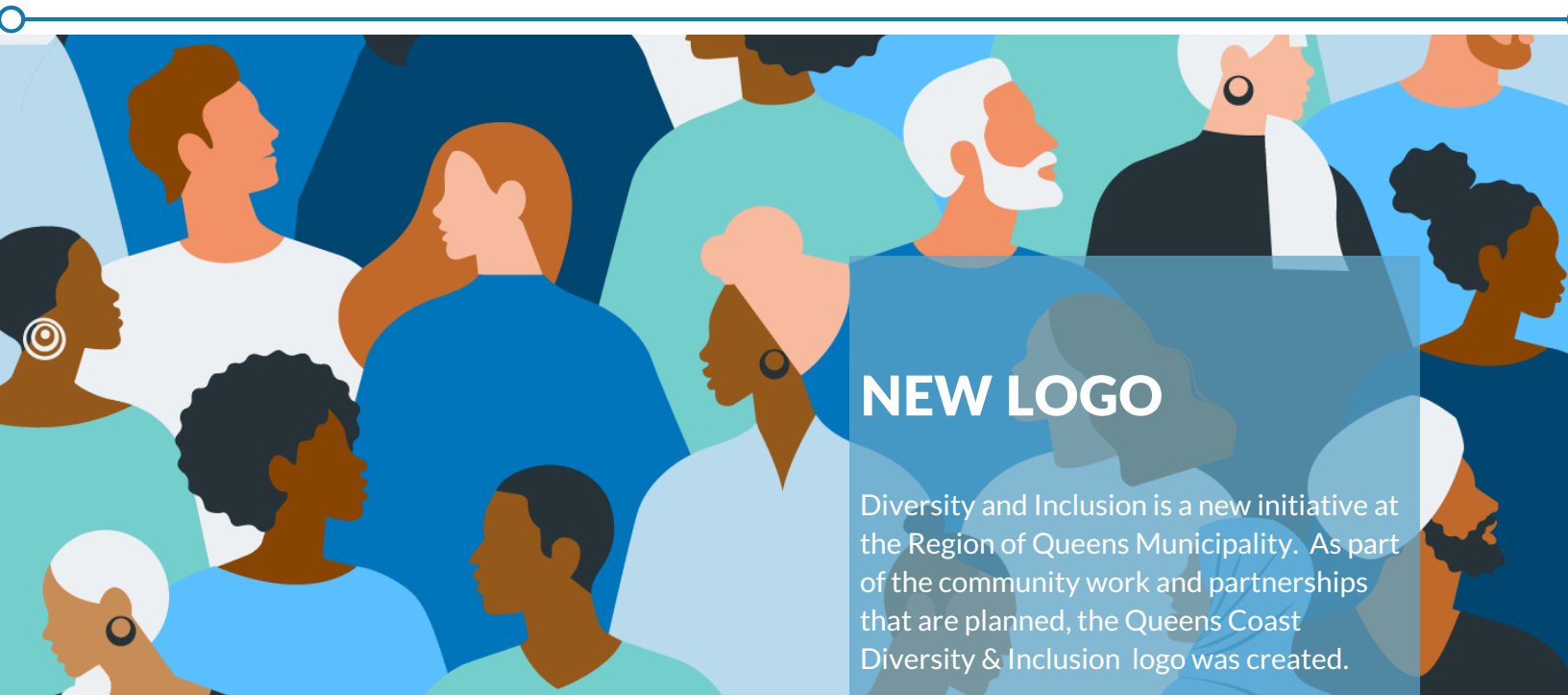




NEW LOGO

Diversity and Inclusion is a new initiative at the Region of Queens Municipality. As part of the community work and partnerships that are planned, the Queens Coast Diversity & Inclusion logo was created.

The logo contains the Queens Coast Q, and is multi-coloured to highlight the diversity and unity of the Region of Queens.

Hello everybody!

These newsletters will have information that will help you learn something new, expose yourself to new ideas and perspectives, or affirm/challenge some of your beliefs. I also hope that these newsletters start some discussions and sharing of ideas in a constructive, respectful way!

Also, each month there will be a list of Special Awareness Days that the Municipality will commemorate in a variety of ways. For these days.

Be sure to follow the [Region of Queens Facebook](#) page for updates!

Diversity and Inclusion Action Team (DIAT)

The Diversity and Inclusion Action Team meets the last Monday of every month. The purpose of the team is to provide Municipal Council with strong, impactful advice, and recommendations for programs and services to promote and celebrate our diverse community to ensure that inclusion is achieved for all.

Eric Levy is the staff resource for this team. If you have any questions, need for resources, feedback, or any assistance, please see or contact us at diversity@regionoofqueenns.com

What are Diversity and Inclusion anyway?

What are Diversity and Inclusion? This may seem like a simple question to answer, but no. Diversity and Inclusion can mean different things to different people in different situations. The resources below do not supply answers, but they offer insights.

This [video](#) offers some common definitions of Diversity and Inclusion and what they can look like.

This [article](#) outlines more definitions and how Equity, Diversity, and Inclusion work together to potentially create differing work environments. This video is called “Humanize Diversity and Inclusion.” It brings an interesting perspective to the topics of diversity and inclusion, as well as providing some thought provoking exercises for your consideration.

As part of looking at these resources, I have a question I'd like to ask you. “What do diversity and inclusion mean to you?”

Take some time to think about this and form an idea of how you'd like to see Region of Queens be more diverse and inclusive!

What do we mean by 'Disability & Accessibility'?

Disabilities are created by barriers, so Accessibility is when/where there are no barriers!

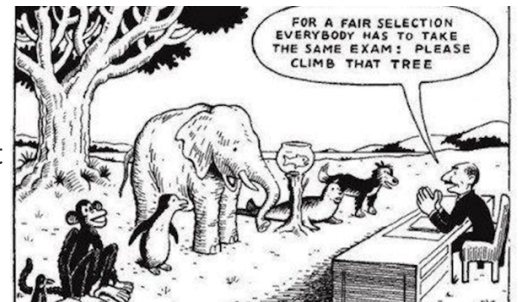
Many view disabilities as impairments, but really they can be seen as various abilities based on the context and the task at hand.

Is a fish disabled because it can't climb a tree?

Many also tend to think of barriers as physical obstacles, but of course should recognize that attitudinal barriers are often even more difficult to overcome. Ableism is when someone who does not hit barriers doesn't even see them.

The region of Queens Municipality is committed to improving accessibility in the build environment, digital world, and in service delivery.

If you'd like more information, contact Elise Johnston, Accessibility Coordinator at ejohnston@regionofqueens.com



Special Awareness Days

Special Awareness Days are those that commemorate groups of people around the world. Each month, Region of Queens Municipality and the Diversity and Inclusion Action Team will commemorate these days in various ways.

For more information on these days, follow the [Region of Queens Facebook Page!](#)