

Appendix B – Detailed List of DEI and Anti-Racism Training Sessions

Half-day training sessions are organized by the DEI Advisor and delivered by the DEI Advisor and/or community partners and organizations. Note that a separate list of trainings around Indigenous-related topics and accessibility standards are also offered by/through the Indigenous Relations Advisor and the Accessibility Standards and Integration Program Manager, respectively.

The choice of topics offered is intentional. There is a thoughtful and interconnected process behind assessing staff training needs and connecting this to what is happening in the local community. For example, hate bias and hate crimes continue to be increasingly prevalent in our community particularly for equity-priority groups whose experiences are further exacerbated through the intersection of various social categories. Race and ethnicity rank first, followed by religion, sexual orientation, and disability. Anti-Islamophobia and antisemitism trainings are in direct response to the rise of such incidents locally and across Canada. The hate crimes training furthers the understanding of these topics by expanding on legislation and statistics and offering information on survivor needs and supports. Through these training sessions, staff are provided with information and introduced to scenarios that help them put their newly-acquired knowledge to action. With time, staff will be able to be more responsive to community needs, offering more inclusive services. Topics build on one another, and feedback is collected and used to offer more trainings.

The following table represents topics for the 2026 DEI anti-racism training sessions.

Training Topic	Training Description
<p>DEI Basics Training</p> <p>Developed and delivered in-house by the City DEI Advisor.</p> <p>Offered on an ongoing basis.</p> <p>Attended by: 400+ City Staff City & County Councils City & County SLTs 15+ Boards and Partner Organizations</p>	<p>This training serves as the anchor learning session that grounds staff in the foundations of DEI. It is delivered in three parts. The first part is a visual presentation of key concepts – <i>diversity, equity, and inclusion</i>, that invites participants to think of the different elements or categories of diversity, whether visible or invisible, and consider the intentional efforts needed to engage with a process of equity to ensure an outcome of equality. The second part of the training focuses on the differences between <i>equity and equality</i> and offers a series of examples and exercises for the participants to engage with in groups. The third part of the training explores the individual and collective understanding of <i>privilege and intersectionality</i> and the ways in which the perception of intersectional identities can contribute to the securing of, or taking away from, privileges. This training is offered regularly to City staff and community partners (upon request).</p>
<p>Anti-Racism Training</p>	<p>This training assists participants in locating themselves within the field of anti-racism, equipping them with an</p>

<p>Developed and delivered by the Community Race Relations Committee (CRRC) of Peterborough.</p> <p>NEW starting in 2026.</p> <p>Attended by: 250+ City Staff to date</p>	<p>understanding of the history of race and racism in Canada, and providing them with the foundations necessary to become active anti-racists. Together, participants unpack social justice terminology to have better conversations about race and identity, receive coaching on navigating multicultural spaces, learn the context for historical and contemporary inequalities, develop strategies for addressing and identifying microaggressions and racist incidents in a variety of spaces, and further their understanding of anti-racism locally and internationally.</p>
<p>Anti-Islamophobia Training</p> <p>Developed and delivered by FSK & Associates.</p> <p>Offered in 2024 & 2025.</p> <p>Attended by: 100+ City staff and Staff from Partner Organizations</p>	<p>This training is offered in three modules. The first module provides an overview of Islamophobia, its origins, its history in Canada and its impact on Muslim communities. It also outlines Islamic principles and values and common misconceptions that exist about Islam, Muslims, and Muslim communities in Canada and abroad. The second module explores the ins and outs of engaging with Muslim communities with respect and humility and what it means to address the “othering” narrative that is often couched in an East vs. West perspective. The third module engages participants in learning about how to embed anti-Islamophobic practices within their workplace or business to create a supportive environment for Muslims amidst growing anti-Muslim sentiment.</p>
<p>Antisemitism Training</p> <p>Developed and delivered by local poet and community cultivator Ziyah von Bieberstein.</p> <p>NEW starting in 2026.</p>	<p>This training introduces participants to antisemitism from a place of nuance and complexity, beginning with clear information about Judaism and the history of antisemitism, and moving into understanding the contemporary dynamics of antisemitism. Participants will leave with increased confidence about how to identify and address antisemitism and a wealth of resources to explore. Discussion topics include defining Judaism and antisemitism, understanding the role that antisemitism plays in systemic oppression and its relationship to racism, Islamophobia, and white supremacy, and identifying the roadblock to addressing it.</p>
<p>Beyond Belonging: Cultivating Safe Spaces for 2SLGBTQIA+</p> <p>Delivered by Landon Turlock, Social</p>	<p>"Beyond Belonging: The 2SLGBTQIA+ Safe Spaces Action Plan is a plan led by the City of Edmonton. It is informed by three City Council motions, input from over 900 2SLGBTQIA+ Edmontonians, and collaboration with over 42 2SLGBTQIA+ serving organizations. The plan outlines the seven actions and 53 sub-actions the City will undertake</p>

<p>Planner, City of Edmonton.</p> <p>NEW in 2026</p>	<p>from 2026 to 2029 to improve safety, inclusion, and belonging for 2SLGBTQIA+ people. In this presentation, the Project Manager for Beyond Belonging will share the plan's creation process, the feedback that guided it, and the plan's structure. The objective of this interactive presentation will be to inform and engage municipal employees on how they may create safer spaces for 2SLGBTQIA+ residents in their own work. The Project Manager will present some discussion questions and be available to respond to employee questions.</p>
<p>Consent and Wellbeing</p> <p>Developed and delivered by the Kawartha Sexual Assault Centre.</p> <p>NEW starting in 2026</p>	<p>This training provides an overview of sexual harassment, gender-based violence, and intimate partner violence and invites participants to a discussion around accountability and bystander intervention. Topics such as mental health and addiction, suicidal thoughts and ideations, and self-harm will also be explored. Participants will also have the opportunity to work through scenarios with guidance and support.</p>
<p>Hate Crimes</p> <p>Developed and delivered by the Organization for the Prevention of Violence.</p> <p>NEW starting in 2026</p>	<p>This training educates participants on the concepts and definitions of hate crimes and incidents and provides examples of hate crime at the local level. Participants will be introduced to hate crime sections of the criminal code as well as provincial and national hate crime statistics. Other topics include victim and community impacts, victim needs and supports, barriers to reporting, victim rights legislation, and where and how to report hate crime.</p>

READI Lunch & Learn Sessions are short, monthly, drop-in learning sessions for City staff organized by the DEI Advisor and the Indigenous Relations Advisor. The following table represents themes and topics for the 2025-2026 season:

Month and Theme	Speaker and Topic
<p>September 2025</p> <p>National Day for Truth and Reconciliation</p>	<p>Film screening and discussion, moderated by City IR Advisor. <i>Honour to Senator Murray Sinclair.</i></p>
<p>October 2025</p> <p>Islamic History Month</p>	<p>Film screening and discussion, moderated by City DEI Advisor. <i>Stranger at the Gate: Love Conquers Hate.</i></p>
<p>November 2025</p>	<p>Guest Speaker: Elder Tom Cowie, Hiawatha First Nation.</p>

Treaties Recognition Week	<i>Understanding and reflecting on the Williams Treaties.</i>
December 2025 Celebrating Hanukkah, Rejecting Antisemitism	Guest Speaker: Local poet, playwright, and educator Jon Hedderwick. <i>Responding to violence through strengthening connections across differences.</i>
January 2026 Indigenous Traditions	Guest Speaker: Elder Janet McCue, Curve Lake First Nation. <i>Reclaiming Cultural Food Practices Through Mnoomin Gathering.</i>
February 2026 Black History Month	Guest Speaker: Casey Bradfield, Social Services. <i>On Thin Ice: What Black Experiences in Hockey Teach Us About Belonging.</i>
March 2026 Indigenous History	Guest Speaker: Elder Tom Cowie, Hiawatha First Nation. <i>Understanding the History of Hiawatha First Nation.</i>
April 2026 Indigenous History	Guest Speaker: Chief Simpson, Alderville First Nation. <i>Understanding the History of Alderville First Nation.</i>
May 2026 AccessAbility Week	Video and discussion, moderated by City READI staff. <i>Our Community, Disabled Not Dead</i>
June 2026 National Indigenous History Month	Guest Speaker: TBD