



# People & Equity: The Road Ahead

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ROHAN THOMPSON (HE/HIM/HIS):  
DIRECTOR OF PEOPLE AND EQUITY

*Oppression and discrimination is a systemic problem. To address issues of oppression it requires a systemic response*

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# A bit about myself?

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## Work History

- Long history in the Municipal/Public sector/Not for Profit (Approx 18 yrs)
- Community Centre Supervisor (City of Kitchener)
- inREACH Project Manager (Region of Waterloo)
- Manager of Communications & Community Development (Region of Waterloo)
- Manager of Workplace Equity (Peel District School Board)
- Assistant Director of Equity and Community (Peel District School Board)

# A bit about myself?

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## Personal Information

- Married, we live in Etobicoke
- Chair of a Not-for-Profit (North York Community House)
- Undergrad/Masters from Wilfrid Laurier University (MSW)
- Jamaican/Canadian
- Community Football Coach
- Favorite TV Shows: Power, Top Boy, Ozark, The Wire

# People & Equity: Department Overview

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## Provide oversight and strategic leadership of People & Equity Department

- Staffing and Supervision of Dept (H&S, Recruitment, Equity, Learning & Development)
- Member of Senior Management Team
- Lead and advise on corporate equity initiatives
- Consultation & Advice on DEI matters
- Diversity, Equity & Inclusion Advisory Committee member/lead
- Development of a comprehensive DEI/Anti-Oppression portfolio for Dufferin County

# The Road Ahead

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1. Hire for all vacant and contract roles in People & Equity (6 positions)
2. Staff Census and Climate Survey
3. Employment Systems and HR Policy Review
4. Development of DEI Capacity Building Program
5. Development of DEI Strategy
6. Ongoing support to the counties Diversity Equity Inclusion Community Advisory Committee
7. Continuation and Enhancement of current People & Equity supports