



## Children and Youth Planning Table of Waterloo Region

Dear Waterloo Region,

As we collectively take in the racial justice movement unfolding in Canada and other parts of the world, the Steering Committee for the Children and Youth Planning Table (CYPT) recognizes there are systemic issues faced by our young people who identify as Black, Indigenous, and People of Colour (BIPOC) that we have not given sufficient attention to as a collective; nor have we examined the ways in which the work of the CYPT contributes to and prolongs these issues. We want to do better.

We recognize now more than ever the critical importance of bringing an equity lens into our work at the CYPT. With this lens, the outcomes for children and youth who are impacted by systemic racism can be named, seen, and improved. In particular, we want to recognize the privilege that many of us hold, and how a membership that does not actively bring forward voices of those who have faced discrimination, contributes to the problem.

**As a starting point**, we want the community to know that we are committed to:

- Seeking out and elevating the voices of young people in Waterloo Region who have lived with racism, discrimination and intolerance (particularly those that identify BIPOC), as well as those that are working towards racial justice.
- Listening and learning as a collective alongside our community partners about the historical ties to the legacies on which our systems are built; legacies that set some children up with advantages, and others with disadvantages.
- Engaging in difficult, messy, complex conversations.
- Working together with community partners to help identify and dismantle the systemic barriers that hold some young people back.
- Seeking out and utilizing disaggregated data that helps to illuminate the disparities between different groups of children and youth in our community.

All children and youth in Waterloo Region have the right to know, and to feel, that they are valued. The Children and Youth Planning Table is committed to intentionally looking for ways that our work can help shape a better future with, and for, the young people of Waterloo Region.

"It is the obligation of every person born in a safer room to open the door when someone in danger knocks."—Dina Nayeri

Sincerely,

Debbie Engel and Barb Cardow, Co-Chairs of the CYPT  
(on behalf of the members of the Children and Youth Planning Table Steering Committee)

Happy, healthy children and youth – today and tomorrow.

[www.childrenandyouthplanningtable.ca](http://www.childrenandyouthplanningtable.ca)  
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