



# **IDEA Multi-Year Plan**

10.2 Final Inclusion, Diversity, Equity and  
Accessibility Multi-Year Plan 2024-2028 Report

## **Understanding the Current Environment & Raising Awareness**

**Monday April 29, 2024  
Town of Oakville Council Meeting  
LYNN PETRUSKAVICH**

# Why am I joining the conversation?

- 25+ year Oakville resident
- Active Volunteer and Community Builder
- Health & Wellbeing Leader - Selected by Town of Oakville **2015 Community Torchbearer**
- Care deeply about youth mental health and social cohesion



Health enthusiast Petruskavich to carry Pan Am torch for Oakville

OAKVILLE  
**The Beaver**

By Oakville Beaver

Wednesday, April 1, 2015 | 1 min to read



“We’re very proud to have Lynn Petruskavich carry the Pan Am flame and represent the town,” said Oakville mayor Rob Burton. “Her volunteer work and passion for health and fitness is a great example of community spirit in Oakville.”

Because the IDEA Multi Year Plan is an opportunity to build understanding and foster dialogue



CCDI Consulting Inc.  
Consultation CCDI, Inc.

We Will Meet You Where You Are.

**Inclusion,  
Diversity,  
Equity,  
Accessibility**

**DEI**



# My experience with ideas marketed as “DEI”

- Personally attended FOUR “DEI-branded” trainings (post 2020)
- Extensive Academic paper & consumer written materials review
- Explored the ideas, practices, and policies brought into my home via the public school system and social media
- Expanded my media observation & viewpoint diversity

**A Journey of understanding - ‘What is Diversity, Equity and Inclusion (DEI)?’**

Building Cultural and Emotional Resilience to Engage with Difference: This session will include a facilitated discussion, teaching, and practice to introduce/deepen the practice and concept of creating a safe container for transformational conversations.

**Date** 03/24/2021

**Start Time** 5:30 pm

**Location**



**INDIGENOUS RECONCILIATION**  
Our Kids Network

**Land Acknowledgement Information Session**

**LGBTQQI2S+ Inclusivity.**  
Learning, Celebrating and Honouring Identities

**Journey of Discovery - Allyship**

██████████ author, Human Rights advocate and volunteer, and leads the work at Sheridan Equity and Inclusion focus. Alicia will guide us through a series of discussions, as well as inter will provide some readings to help us continue in our journey.

**Date** 05/20/2021


Research Article

**Drag pedagogy: The playful practice of queer imagination in early childhood**

Harper Keenan & Lil Miss Hot Mess

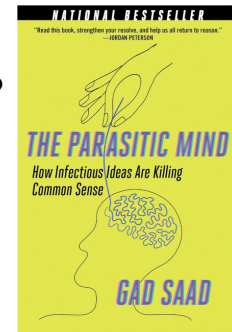
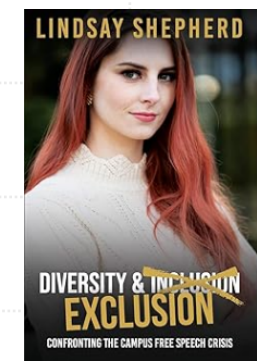
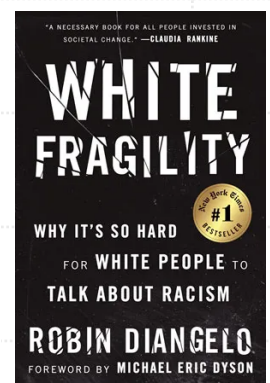
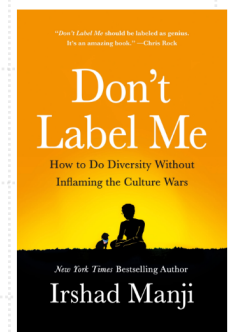
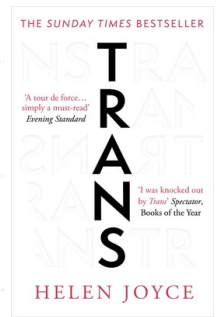
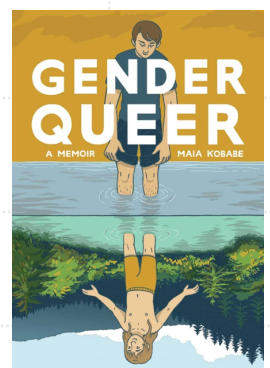
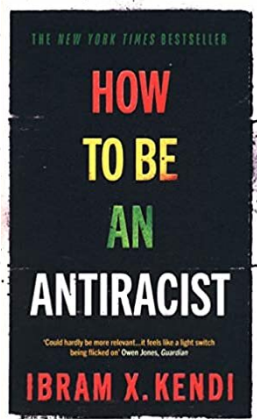
Pages 440-461 | Published online: 25 Jan 2021

**WHOSE LAND IS IT ANYWAY?**



**A Manual for Decolonization**  
Peter McFarlane & Nicole Schabus

*“I wish you a wonderful experience decolonizing yourself”*  
– Arthur Manuel –





# What did I learn?

Most initiatives marketed as “Diversity Equity & Inclusion”  
practice and teach ideas known as...



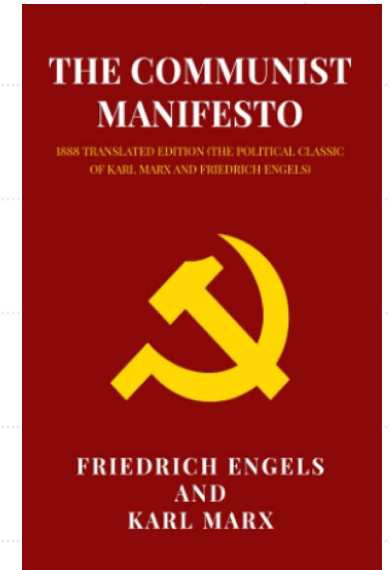
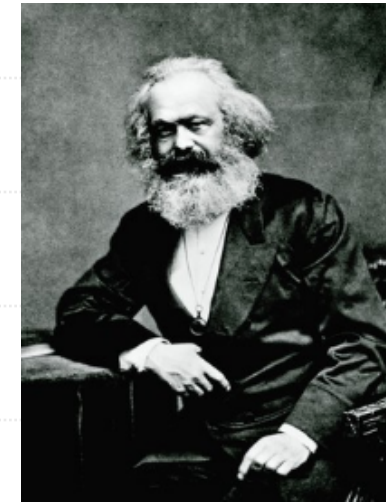
## Critical Social Justice

Rooted in a new philosophical  
movement called **POSTMODERNISM**

Objective Reality/Truth —> Socially Constructed ‘Reality’/Truth

Reason/Logic/Facts —> Subjective Feelings

Focus on **Individuals** —> Focus on **Groups**



Rooted in **MARXIST** tradition

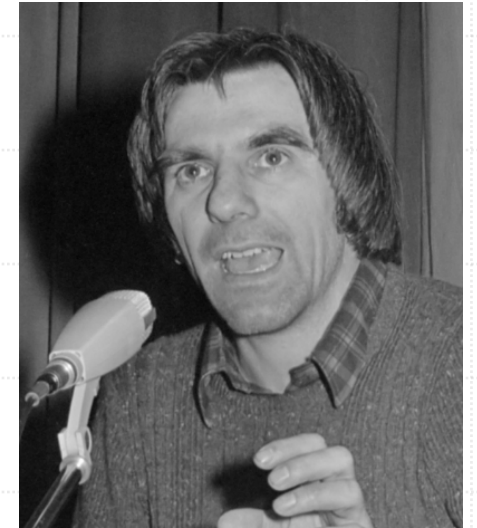
**‘OPPRESSOR’/‘OPPRESSED’ IDENTITIES**

**THEN** —> Bourgeoisie / Proletariat (Class Struggle)

**NOW** —> Race/Sex-Gender/Sexual Orientation and  
other ‘identity’ markers (Cultural Struggle)

# Where did *Critical Social Justice* originate?

Academic Projects that began in the 1960s  
U.S. & have spilled into Canada/the “West”



## ***Long March Through the Institutions***

Ideas by Italian Communist, Antonio Gramsci evolved into a slogan by Rudi Dutschke - Socialist Student Activist/Marxist scholar - around 1967 to describe the strategy for establishing the non-violent conditions for revolution by slowly influencing knowledge production through major cultural institutions – churches, universities, the media, the arts ...

## **KEY POINT:**

**ATTACHES TO LEGITIMATE ISSUES OF SOCIAL INJUSTICE AS A MEANS TO PROGRESS**

**\*\*This is the kernel of truth on which all Critical Theories take hold\*\***

# Critical Social Justice Framework

## Oppressor/Oppressed Group Status & Hierarchy

# INTERSECTIONALITY & POSITIONALITY



### Power and Privilege 101

- **Power** is the ability to control circumstances or resources.
- **Privilege** is an unearned advantage given by society to some people but not all.
- Privilege can be near-invisible to those who have it.
- Being told that you benefit from systematic social favoritism can be hard to accept at first.

## WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylviaduckworth



# Core Belief: *Critical* Social Justice views injustice & oppression as a “systemic” problem...

The “*system*” it seeks to ***Problematize – Disrupt – Deconstruct*** is modernism, enlightenment values, liberal democracy and in general, Western Civilization



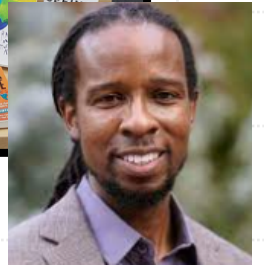
**Thesis:**

**Liberation through cultural revolution by ANY means necessary.**

# Academic Critical Theories by Identity

## Critical Race Studies

Ending Racism by seeing it everywhere, always.  
"ANTI-RACIST" = PRO-CRITICAL RACE THEORIST



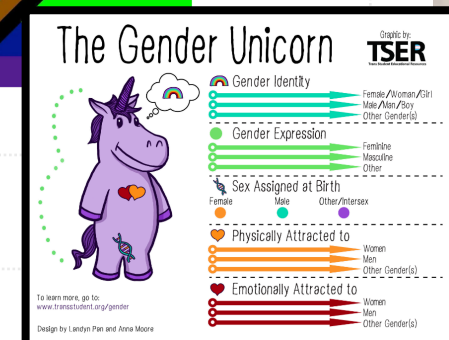
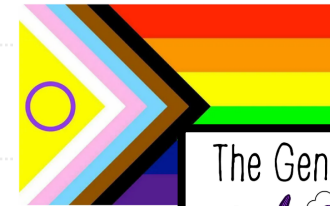
## Critical Post-Colonial Studies

Deconstructing the West to Save the Other



## Critical Gender & Queer Studies

Freeing gender and sexuality from the normal - Sex/gender as a social constructs



# Ideas & Language Constructs of Critical Social Justice



**“Do the work”**

“Transwomen are women”

**Equity**

Critical Consciousness

**Systemic**

**Safe**

**Inclusive**

Implicit Bias

Misgender

**Diversity**

False

**Space**

Consciousness

**DECOLONIZE**

Cultural Competence

Birthing Person

**Land Acknowledgment**

**ACAB**

**Anti-racist**

Chest Feeder

**POWER**

Marginalized

**Anti-colonial**

Genderqueer

**Cisgender**

Deadnaming

**Cultural Appropriation**

**Heteronormativity**

Anti-Oppression

**(NEO) PRONOUNS**

**White Privilege**

**“Lived Experience”**

Critical Pedagogy

Ze/ they/

“Born in the wrong body”

AFAB (Assigned female male at birth)

Zir them

NON-BINARY

problematic

“Impact over Intention”

**Microaggressions**

**SEL**

**ALLY**

**Lives Matter**

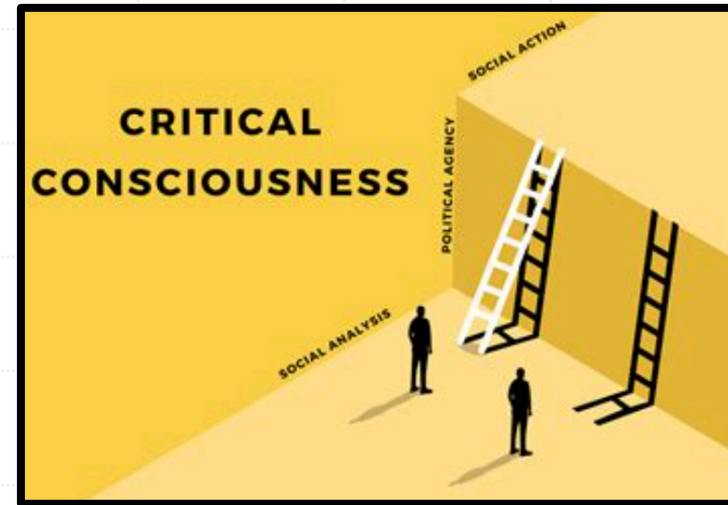
KKKanada / AmeriKKKa

Black – Trans – 2SLGBTQQIPAA+



# 'DEI' Training = Critical Social Justice Training = DEI (Identity) Marxism

- Seeks to awaken a **Critical (Political) Consciousness** in participants
- Critical Consciousness = adoption of the *Critical* Social Justice worldview
- Commitment to become an **Ally** and/or **Activist** to spread CSJ ideas



**Explains some feedback noted in your Report:**

**SUBJECT:** Final Inclusion, Diversity, Equity and Accessibility Multi-Year Plan 2024-2028

## **COMMENT/OPTIONS:**

2. Hiring should be based on an individual's merit and capability, not on their background, skin colour or identity (15 comments).
3. IDEA itself is racist, discriminatory, woke, divisive, unfair. This work is not successful (10 comments).
5. IDEA is a waste of tax dollars and resources (9 comments).

# Teaching Critical Social Justice as TRUTH

The reason DEI-Marxism is under scrutiny

Harvard  
Business  
Review

## Why Diversity Programs Fail

And what works better by Frank Dobbin and Alexandra Kalev

From the Magazine (July-August 2018)



The FULL Eric Smith: A Diversity Trainer Speaks Ou...

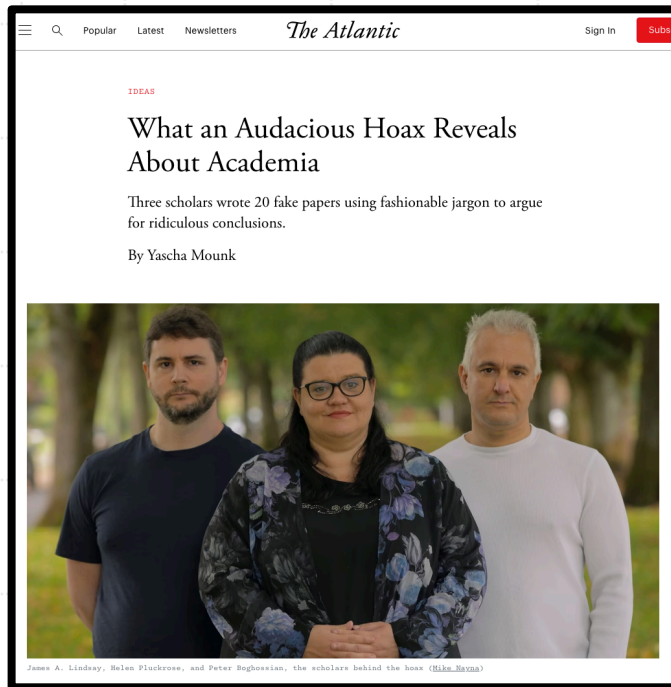
munk debates

## DEI Workplace Training

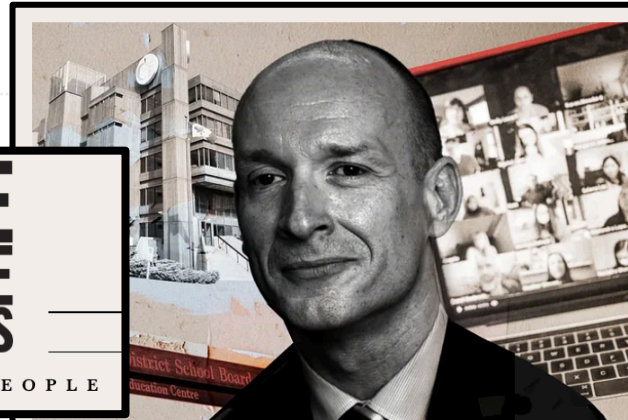
Be it Resolved, DEI workplace programs do more harm than good

In the wake of George Floyd's murder and the protests that followed in the summer of 2020, offices across North America began introducing Diversity, Equity, and Inclusion training programs with the objective of reducing racial bias and discrimination in the workplace. Lately, however, this multi-billion dollar industry is facing scrutiny by critics who believe these are unproven and expensive programs which are not only ineffective, but counterproductive. DEI training, they argue, often reinforces biases or introduces new stereotypes where they didn't previously exist. Furthermore, if people from marginalized groups perceive themselves to be surrounded by others who are biased against them, they are more likely to suffer from anxiety, depression and antisocial behavior, which will impede their professional success and overall happiness.

Supporters of DEI programs argue that these initiatives are required to correct inequities that have long existed within organizations. This training helps people of different races, sexual orientations and diverse backgrounds to feel more comfortable in the workplace, which fosters creativity and collaboration and increases employee retention. By correcting power and privilege imbalances, DEI programs help create more equitable and productive work environments for all employees.



THE  
FREE  
PRESS  
FOR FREE PEOPLE



Richard Bilkszto was a respected 24-year veteran of Toronto public schools, but "in his moment of need, no one defended Richard," a lifelong friend told The Free Press. (Photoshop by The Free Press)

## A Racist Smear. A Tarnished Career. And the Suicide of Richard Bilkszto.

A beloved educator was branded as a bigot in a series of DEI sessions. The Free Press reveals the details—and exclusive audio—from a story of public shame.

By Rupa Subramanya and Ari Blaff  
August 3, 2023



Elon Musk ✓ ✕  
@elonmusk

Subscribe ...

DEI must DIE.

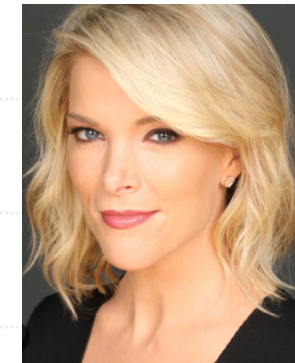
The point was to end discrimination, not replace it with different discrimination.

2:54 AM · Dec 15, 2023 · 35.7M Views

# Canadian Charter: Freedom of Conscience

Support and/or Reject Critical Theory  
& Critical Social Justice

Traditional Justice Supporters  
(*Liberal* Social Justice)  
defenders exist and represent  
all identity groups





# MY REVIEW

## IDEA Phased Training: Teaching Critical Social Justice as TRUTH

CCDI Consulting Inc.  
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OPEN ENROLLMENT WORKSHOPS

Catalogue > B2C-DEI for Individuals > Open Enrollment Workshops

Price Low to High

| Workshop Title                                      | Price       | Availability |
|---|-------------|--------------|
| Allyship for Leaders - 172L                         | \$299.00    | 1            |
| Building Psychologically Safe Workspaces - 173L     | \$299.00    | 1            |
| Inclusive Leadership: Advocating in Times of        | \$299.00    | 1            |
| Inclusive Leadership: Harnessing the Six            | \$299.00    | 1            |
| Indigenous Inclusion: Reconciliation in Action -    | No Sessions | 0            |
| Managing Microaggressions - 204L                    | No Sessions | 0            |
| Moving from Unconscious Bias to Conscious Inclusion | No Sessions | 0            |
| Understanding Privilege - 203L                      | No Sessions | 0            |

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Contact Us for Support and Inq

**INSTRUCTOR-LED**

0

**Managing Microaggressions - 204L**  
Instructor Led Course

**INSTRUCTOR-LED**

1

**Allyship for Leaders - 172L**  
Instructor Led Course

**INSTRUCTOR-LED**

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**Understanding Privilege - 203L**  
Instructor Led Course

### AGREEABLE WORDS HIDING CONTENTIOUS IDEAS

- Review of DEI-branded Workshops by Consultant Group hired
- Teaching CSJ ideas - DEI-Marxism as Entry Point

# MY REVIEW

## IDEA Plan: Measuring Feelings & Equalizing Outcomes

### IDEA Plan – Objectives, Mandate and Definitions

#### Objective statement

To be an inclusive workplace and community where everyone feels they belong.

#### Mandate statement

*A workplace and community where all residents and staff can access opportunities and services, be treated with fairness and respect, fostering a culture of equity and inclusiveness. This is a shared responsibility.*

#### Equity

Equity means recognizing that we do not all start from the same place and circumstance. Equity provides resources and opportunities that are allocated based on individual needs that vary. This creates an environment where each person has the opportunity to achieve the same outcome.

### NOBLE OBJECTIVES - UNCERTAIN OUTCOMES

- "Feel" belonging - Feelings are individual, subjective, and not always accurate. May set up environment for the weaponization of feelings/emotions.
- Equity as the achievement of 'equal outcomes'. May require social engineering and/or overt discrimination. Challenge - No one can guarantee equal outcomes. Equity can be the opposite of equality.

# MY REVIEW

## IDEA Strategic Goals: Expanding Critical Social Justice Ideas

### Strategic Goals

**Goal 1:** Foundational – drive the objective. Be accountable for incorporating IDEA in all areas of organization.

**Goal 2:** Internal – attract and retain people. Cultivate a work environment that is diverse, inclusive, safe and one where staff feel respected and valued.

**Goal 3:** Community – listen to, engage and serve the community. Reflect our inclusive culture throughout the range of services we provide to our community.

**Goal 4:** Sustainability – communicate, track and measure. Align and connect our IDEA efforts through communication, learning and measurement.

### SAME WORDS

### DIFFERENT DICTIONARY

- Where ‘Safe’ means “safe from opinions that differ from DEI-Marxist worldview”
- Where ‘diverse’ and ‘inclusive’ means “including CSJ ideas/DEI-Marxist worldview”

### IDEA EXPANSION

- Goal 1 means “incorporate DEI-Marxism into every aspect of the organization so that the CSJ worldview becomes accepted or compelled, and then normalized”



# MY REVIEW

## IDEA Strategic Goals: Expanding Critical Social Justice Ideas

| 4.2 IDEA Communications  |                   |
|--|-------------------|
| Develop an <b>internal</b> communication plan to share IDEA objective, mandate, goals, definitions and action plan | 2024              |
| Implement gender pronouns; continue to promote the principles and benefits of using gender pronouns                | Complete; ongoing |

### **‘PRONOUN’ PRACTICES ENDORSE QUEER THEORY – GENDER IDEOLOGY AS TRUTH**

- Taught as “being kind” and “inclusive”
- Promotes and normalizes the idea that sex and ‘gender identity’ are separate and not rooted in biological reality, but rather adherence to stereotypes of masculinity/femininity
- Review the practice re: compelled speech vs. optional participation
- Review the practice due to gender-related medical scrutiny in UKs Cass Report & WPATH Files

# MY REVIEW

## IDEA Strategic Goals: Expanding Critical Social Justice Ideas

### Honouring the Land and Territory

Oakville, as we know it today, is rich in the history and modern traditions of many First Nations. From the lands of the Anishinaabe, to the Attawandaron and Haudenosaunee, these lands surrounding the Great Lakes are steeped in First Nations history. As we gather today on the sacred lands of Treaties 14 and 22, we are in solidarity with Indigenous brothers and sisters to honour and respect Mother Earth, the original nations of the trees and plants, the four legged, the flyers, the finned and the crawlers as the original stewards of Mother Earth.

We acknowledge and give gratitude to the waters as being life and being sacred and to the carriers of those water teachings, the females. We acknowledge and give gratitude for the wisdom of the Grandfathers and the four winds that carry the spirits of our ancestors that walked this land before us.

The Town of Oakville is located on the Treaty Lands and Territory of the Mississaugas of the Credit. We acknowledge and thank the Mississaugas of the Credit First Nation, the Treaty holders, for being stewards of this traditional territory.

## LAND ACKNOWLEDGMENTS ENDORSE CRITICAL POST-COLONIAL THEORY PRACTICES AS TRUTH

- Taught as “being kind” and “repairing the past”
- Can be used to promote and normalize the idea that Canadian private property owners are illegitimate occupiers
- Can be used to exclude certain groups/citizens
- Review the practice due to Halton District School Boards new Land Acknowledgment statement which removes the Haudenosaunee (Iroquois) and recent attempts to change the name of Iroquois Ridge High School

# MY REVIEW

## IDEA Plan: Risk & Liability Assessment



- Workplace Harassment Claims
  - Internal (Training) or External (From Public)
  - Financial Risks
- Staff Morale and Retention
- Child Protection Policies interfacing with Critical Theory/DEI Practices
- External Partners Imposition of Critical Theory/DEI practices
- Institutional Reputation: Local/National/International
  - Publicly and Internally



# Healthy Skepticism & Curiosity...

## MEET THOMAS SOWELL

Born 1930, Age 93

Economist, Author, Former Marxist

YouTube CA Search

IS SELL

**TRADITIONAL JUSTICE**

APPLYING THE SAME RULES & STANDARDS TO EVERYBODY

**EQUAL OPPORTUNITY**

**COSMIC JUSTICE**

EQUALIZING THE PROSPECTS OF EVERYBODY

**EQUAL OUTCOME**

AFTER SKOOL

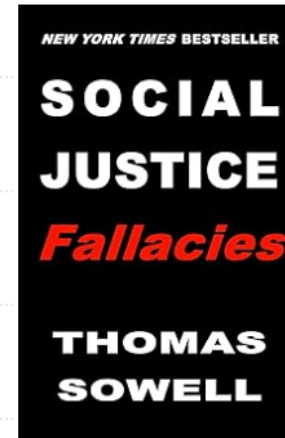
**EQUITY vs. EQUALITY**  
by THOMAS SOWELL

16:08

YouTube

Equity: The Thief of Human Potential ...

**The Quest for Cosmic Justice**  
By  
**Thomas Sowell**  
A speech from Nov 1, 1999



# NEXT STEPS

## IDEA Plan: Pause, Reflect, Reassess – Informed Action



- My Submission: A comprehensive IDEA Plan Review
- My Offer: To provide a Training Workshop for Town Council to better understand Critical Social Justice ideas and practices and how DEI-Marxism operates in an organization
- Focus on defending TRUTH, STABILITY & SOCIAL COHESION for a truly Livable Oakville

**THANK YOU**