

Committee: **Diversity, Inclusion and Anti-Oppression Advisory Committee**

Organization/Sector represented:

Name: **Janneth Mayorga**

Address:

**792 Homeview Road  
London Ontario  
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Occupation: **Student**

Work experience: **As a student, I have always had a passion for serving the community and social justice. Over the past three years I have served on the board of directors for LUSO Community Services (a settlement agency located in the North East end of London) where our focus is to promote inclusiveness in our multicultural city. This has opened my eyes to the diversity that London has and the issues newcomers and people of colour face. Last year I also worked at the Cross Cultural Learner Centre as an intern for the Executive Director. This position allowed me to get more involved with newcomers and immigrants to this city who are looking to work hard and be connected to their community.**

Education: **I am currently in my third year at Brescia University College, an affiliate of Western, in Business specializing in Non-Profit Management. This undergraduate program is the first of its kind in Canada and I will be fortunate enough to be among the program's first graduates in April 2018. This program is a mixture of four different areas which include: Leadership, Business, Community Development and Non-Profit specific courses. This past year I also completed a fellowship with AFP Canada (Associations of Fundraising Professionals) on Inclusion and Philanthropy. This fellowship for fundraisers in the non-profit sector is focused on diversity and inclusion within communities. To complete the requirements of this fellowship I have completed AFP's Fundamentals of Fundraising, multiple webinars and also many online courses from TRIEC Campus (Toronto Region Immigrant Employment Council) on the topics of workplace and organizational diversity and inclusiveness. My own work experience and the fellowship has moved me towards working on a CFRE (Certified Fund Raising Executive) certification. I hope to work in the social and non-profit sector through philanthropy but with a focus on diversity.**

Skills: **I have spent the last year learning, researching and speaking on diversity and inclusion at different levels. I have been invited to create a recommended curriculum for Brescia University College on diversity and inclusion, where I can utilize all of my work, experiences and research on this topic. I have worked with others within London who have also spent years working on the topics of anti-oppression, institutional racism and inclusion. I continue to be mentored and learn from these amazing people and hope to use what I know to help this council. Much of my volunteer experience has involved being parts of working groups, participating and facilitating direct positive discussion. As a board member, we are very operational and working on a small committee is what allows us to get work done and be effective. I have volunteered with United Way's Young Leader Program where working together to learn and gain experiences from the community around us. I am also currently the Speaker for Brescia's Student Council, where it is my responsibility to facilitate the conversations and debates that allows us to best serve our school.**

Interest reason: **I am passionate about social justice and my community. This is my home. I was born here. I love my city and want anyone who comes here to feel as safe and welcomed as I do now. As a person of colour and a woman, I have seen and felt how it is to feel unwelcomed or discriminated against because of my race and/or gender. But because of my roots and my passion for the community, I have been able use that experience and make a difference. Over the past few years, I have been getting more and more involved with my community and school, this has allowed me to connect and help others who have once felt the way I have. To serve at this level of the city, I believe I will be able to create a greater impact and help others so they never feel discriminated against or unwelcomed. I want to help make London a place people from all walks of life and all parts of the world can call home. I also hope to act as a voice for young people in our city. I know from my own life that as a young person, it sometimes feels hard to talk about our experiences of discrimination and exclusion due to the fear of being seen as rude or even ungrateful. I hope to use this work and body as a vehicle to reach out and hear the voices of other youth**

**in this city who have important things to say but often feel unheard or unrepresented.**

**Contributions: I believe that I can leverage my past experience as a young person having faced discrimination, and as a board member feeling frustrated that leaders in the non-profit sector did not represent the communities that they were trying to serve. I have been passionate about not only creating a more diverse and inclusive community but more importantly, a more diverse and inclusive body of leadership that is better able to serve and lead our city. Through my networking experiences in the city of London and meeting people from other cities through my fellowship, I have been able to learn from people who are working on diversity, inclusion and social justice in cities like Guelph or Toronto. These connections could help me learn and bring more to the council to create proven change in this city.**

**Past contributions: For my fellowship with AFP I have created a video series talking about the importance of diversity and inclusion at all levels of our community. The series is made of 6 videos with different leaders within London speaking to the intentionality that needs to be put into having a conversation about diversity wherever you are. These videos were made as my contribution to AFP and the fellowship, and can be seen with this link: <https://www.youtube.com/playlist?list=PLHg7CF9P5GnEn4USqnzsq2FU8s2XL8IAJ> I am also currently working on my major project for the fellowship which is creating a university curriculum for Brescia University College on the topic of Diversity and Inclusion Strategic Planning for Organizations. My goal with this curriculum is to equip the community's next generation of leaders to lead with the ability to have the difficult conversations about diversity; to be leaders in their field when it comes to leading inclusive communities and organizations. I believe that this starts with changing the way leaders manage change, reflect on diversity in their own organizations and ultimately moving from a mindset of equality to equity. Many times, schools teach about the definition of diversity, equality and the causes/consequences of the lack of it. Yet, most do not show students how to fix the issues of social justice in our society today; I hope to help that with this course. If, and once approved, the course would hopefully be taught under Brescia's Business, Leadership, Community Development and Non-Profit Management Programs.**

**Interpersonal: As a student, that is the nature of our classroom interactions at Brescia. In our discussions of leadership or community development, working with others, listening to and respecting the views of diverse people is how we learn. As a fellow and a board member, we have all been selected for a reason. Similar to this council, knowing that everyone at the table has something valid to contribute is part of the purpose of us being there.**

**Interview interest: Yes**