

# Oshawa Community Diversity Equity & Inclusion Committee

**Meeting Date:** Wednesday, March 29, 2023  
**Meeting Time:** 6:30 PM to 9:00 PM  
**Location:** **Meeting Room, Children's Arena**  
(155 Arena St, Oshawa, ON L1J 4E8)

**Present:** Shakonikhri:yosta Daniel Crosmas (chair), Mary Baddam, Beverly Fiddler, Davaun Francis, Sadie Goddard-Durant, Christine Goodwin, Mariia Pitolai, Pam Reines, Donald Shields.

**Regrets:** Uzma Danish, Lincoln Edwards, Donald Igbokwe

**Staff:** Katie Namek, Vanessa Abban, Amanda Banning

## Meeting Notes:

### 1. Welcome & Land Acknowledgement

- The City of Oshawa's land acknowledgement was delivered by Katie Namek and CDEIC Chair, Shakonikhri:yosta Daniel welcomed members and opened the meeting.
- Members welcomed the City's new Indigenous Relations Advisor, Amanda Banning and new members, Sadie and Pam.
- The group completed roundtable introductions.

### 2. Approval of Agenda

- Members approved the agenda by consensus.

### 3. Approval of February Meeting Notes

- Members approved the February meeting notes by consensus.

### 4. Group Norms Discussion

- Daniel opened the conversation on group norms, suggesting that shared agreements would allow the committee to work collaboratively and respectfully as a group.
- It was suggested that the group begin each meeting with a smudge and/or a breathing exercise.
- It was also suggested that members be given time at the beginning of the meeting to centre themselves using whatever self-care technique they find affective for themselves (breathing exercise, mindfulness, affirmations, etc.).
- Members recommended that the groups norms include a protocol for self-care – everyone should feel able to take care of themselves as needed if they are feeling they feel triggered or unsafe during a conversation.
- Following potentially triggering conversations and/or at the end of each meeting there should be a round table check-in to see how everyone is feeling.
- **Next steps:** The DEI Officer will compile a list of these suggestions and provide further recommendations. The list will be shared with members for comment and

additional suggestions ahead of the April CDEIC meeting. The final list will be reviewed at the top of the April meeting.

## 5. Special Council Meeting – Goal Setting and Recommendations

- Members discussed what should be incorporated into the CDEIC presentation to Council at the special meeting in May.
- Members identified three key areas for feedback:
  - **Accountability:** There should be some accountability from the City and Council on their commitment to diversity, equity and inclusion (DEI). This could include explicit, public statements about DEI goals. Should be SMART (Specific, Measurable, Achievable, Relevant, and Time-Bound). This information should be available to the public through some kind of forum or report that communicates the City's DEI strategy and/or goals and indicate progress towards completion. Further, data should be better utilized in order to ensure that City staff and Council aware of current community trends and that they have the information to act accordingly.
  - **Belonging & Public Space:** Public spaces should be available for use by all community members. Currently, public spaces (e.g., community centres and libraries) do not always provide equitable service to residents. Some groups of people experience barriers to accessing community spaces (confrontations with security, they are asked to leave, etc.) These spaces are an important public good that allow people to use the washrooms, access public services (e.g., computers at libraries), and more. People that are providing security services, should receive training to address bias and equip them with tools to better serve equity-deserving populations (e.g., unhoused people, people with mental health issues, racialized people, youth, etc.) and ensure that all community members feel safe and like they belong.
  - **Consultation:** Members suggested that consultation with the CDEIC happen earlier in the planning process for City initiatives. A protocol for engagement could be developed that could include a recommended timeline for consultation and feedback loops so that members are aware of how their feedback was incorporated into initiatives. Community organizations such as COPE Mental Health can be consulted for support on these issues.

## 6. City Update

- Members were informed that there will be a flag raising ceremony on March 31<sup>st</sup> for the International Transgender Day of Visibility.
- Members were informed that staff are amending the current CDEIC recruitment process. More information will be shared with members later.

## 7. Adjournment