

**Meeting Notes – Approved at March 24, 2021 CDEIC meeting  
Oshawa Community Diversity Equity and Inclusion Committee  
January 27, 2021 6:00 to 8:00pm  
Virtual meeting by Webex**

**Members:** Allison Hector-Alexander, Beverly Fiddler, Cora Reid, Daniel Crosmas, Donald Igbokwe, Eleanor McIntosh, Gary Wu, Hubaib Amin, Jenna Dunn, Michelle Neill, Uzma Danish (chair), Veronica Torres

**Staff:** Monica Kendel, Julie Maclsaac

**Regrets:** Nathan Barnett, Jalajah Jokarasa, Sandy Smith (arrived after 7pm)

1. Welcome to committee members by Uzma Danish Chair
2. Land acknowledgement by Uzma Danish
3. Agenda was reviewed
4. November 25 Meeting Notes were reviewed and approved by the committee
5. Presentations by sub-committee chair
  - A. Anti-racism Sub-committee Chair Cora Reid provided the following:
    - i. Working on:
      - The sub-committee selected a chair, Cora Reid, other applicants withdrew their interest in the role;
      - Discussion ensued regarding Black History month planning and it was suggested to honour individual community leaders throughout the year, not just during Black History month – this is a bring forward item
      - Expressed commitment to ensure that the Anti-racism sub-committee focusses on all cultures, not only anti-Black racism
      - Request went to the sub-committee members to promote Supporting Black Owned Businesses initiative
    - ii. Next Steps:
      - Focus on honouring community leaders from culturally diverse communities
    - iii. Request of the larger group
      - No request of the larger group at this time
  - B. Indigenous Relations Sub-committee Co-Chair Bev Fiddler provided the following:
    - ii. Working on:
      - Had a presentation from Durham Aboriginal Advisory Committee (DRAAC) and learned about the diversity of Indigenous related organizations in Oshawa and Durham
    - ii. Next Steps:
      - Will focus on Indigenous People's Day planning
    - iii. Request of the larger group
      - No request of the larger group at this time
  - C. Terms of Reference Sub-committee Chair Hubaib Amin provided the following:
    - i. Working on:

- Discussing and developing recommendations to update the Terms of Reference including specifics related to sub-committees

ii. Next Steps:

- Focus on specific language in the Terms of Reference for sub-committees
- Continuing through the Terms of Reference review

iii. Request of the larger group

- No request of the larger group at this time

D. LGBTQ2S+ Gender Sub-committee alternate Monica began the presentation for Sandy and she completed the presentation and provided the following information:

i. Working on:

- Sub-committee members outlined/described some areas of concern/interest to consider for the sub-committee focus (e.g. all-access washrooms and change rooms, etc.)
- Presentation by Recreation Staff from the City explaining the all-access procedure for change rooms and washrooms as well as new all-access signage
- Also were presented with forms used for intake to discuss gendered terms and data collection

ii. Next Steps:

- Invitation by Recreation staff to further discuss how to make all-access change-rooms and washrooms more visible through wayfinding and Human Rights information signage
- Focus on reviewing forms for language using the Equity and Inclusion Lens (when it is finalized) and working with Recreation staff (as staff time is available)

iii. Request of the larger group

- No request of the larger group at this time

6. Standing Items - Update Presentation

a) Black History Month Oshawa Economic Development Business Features

- The webpage was shared with members and they were asked to pass this info along to other as we can continue to update the page throughout the month of February <https://www.oshawa.ca/business-and-investment/black-history-month-support-local.asp?mid=2607>

b) Sharing information of other activities for Black History Month. Members were asked to share more information about Black History month events that they are aware of:

- Cora shared info about the February 6<sup>th</sup> Bob Marley Day virtual concert that she was participating in, she explained that Dr. Leroy Clarke would be requesting a proclamation and making a delegation to the City Council; Allison shared details of Durham College events: Durham Black History Month Book Club – In the Black: My Life, Black Stories Matter, Reggae-size

- c) Equity and Inclusion Lens
    - This meeting provided a final opportunity to provide comments on the Equity and Inclusion Lens
    - Acknowledgement to the CDEIC will be included in the Equity and Inclusion Lens
    - Next steps include - desk topping, presentation to the Corporate Leadership Team, posting on the website, strategy development for the use of the lens by staff.
  - d) Review of Terms of Reference as it applies to sub-committees
    - A discussion took place to outline that the Terms of Reference as they relate to the sub-committee is part of the actions of the Terms of Reference Sub-committee where this group is developing recommendations for the main group to review and approve before it goes for approval by Council
    - Members were informed that sub-committees have a role to report back to the larger group to inform of the following:
      - i. What is the sub-committee working on
      - ii. What are future actions of the sub-committee
      - iii. What assistance the sub-committee is asking of the larger group
    - Any decisions related to sub-committee recommendations will be made with the larger group
7. Opportunity to get to know members better
- A. Each member provided a brief overview of their interests and background to help build connections between the members.
8. Next meeting – March 24, 2021 6 to 8 pm