

Oshawa Community Diversity Equity & Inclusion Committee Meeting Notes

Meeting Date: September 22, 2021
Meeting Time: 7:00 to 9:00pm (early sign in available at 6:30pm for networking)
Location: Meeting by Webex

Present: Beverly Fiddler, Donald Igbokwe, Gary Wu, Jalajah Jokarasa, Michelle Neill, Sandra Smith, Eleanor McIntosh, Uzma Danish (chair), Julie Maclsaac, Jen Plishewsky,

Regrets: Nathan Barnett, Veronica Torres, Daniel Crosmas, Allison Hector-Alexander, Jenna Dunn

1. Welcome & Land Acknowledgement by Uzma Danish
2. Review and approval of Agenda
 - Moved by Donald Igbokwe, Seconded by Beverly Fiddler, APPROVED
3. Review and approval of the Meeting Notes from July 28, 2021
 - Moved by Michelle Neill , Seconded by Gary Wu , APPROVED
4. City Staff Update - (Attachment 1) by Julie Maclsaac
 - a) September 30 – National Day for Truth and Reconciliation
 - The City has proclaimed September 30 as the National Day of Truth and Reconciliation
 - A Flag Raising of the Every Child Matters flag will be held on September 24 at 9:00 am at Civic Square and will fly until October 5
 - There are 5 locations in Oshawa for community members to bring and tie an orange ribbon to honour survivors of residential schools, their families and their communities. These locations are City Hall, Columbus Community Centre (North), Civic Recreation Complex (West), Delpark Homes Centre (East), Lakeview Park (South)
 - These memorials were created in cooperation with Bawaajigewan. Ribbons will be braided by Bawaajigewan, to be showcased at a later date
 - Planted 250 orange mums at City Hall gardens in honour
 - City Webpage now expanded to include resources and educational opportunities for public and city staff
 - b) Diversity and Inclusion Officer Recruitment Update
 - Staff report going to City Council on September 27 to request that the D&I Officer position become a full time permanent position instead of temporary full-time. Following Council decision, a job posting will be issued.
 - c) Days of Significance
 - The City continues to commemorate Days of Significance with the recommendations of committee through the City's social media channels. Members encouraged to share

d) Other Items of Interest

- Development Services Committee approved a motion on a process to consider the renaming of Bagot Street. This motion will go to City Council on September 27
- Deadline for City's Partnership Grants are due on October 1. So if connected with a non-profit community organization or know of those in need during this time, please forward on information for access

e) Discussion on Staff Report

- Discussion about ribbons available to public for tying. Julie indicated that the community should bring their own ribbon if they can, but the screening station at City Hall has ribbons, Delpark and Civic recreation desks also have ribbons available to public
- There was a question about grant criteria and location of organization to apply for funding Oshawa versus Durham wide. Julie indicated that as long as serving Oshawa residents, the organization can apply. Applicants should review the criteria online
- There was discussion changing names or removal of parts of history (statues) because it does not initiate change. Might want to look ahead at how we handle these scenarios moving forward to ensure we do not have a negative impact or reaction. Julie indicated that the Committee Motion is to engage and investigate. Members indicated that there is an opportunity to share consultation process and why City commemorates certain things to be made transparent
- Suggestion that staff bring research of the name of Bagot Street and the link to residential schools and bring back to committee
- Members asked staff to provide what the process of naming streets and other items at a future meeting

5. Items for Discussion and Approval - ALL

a) Motion from July 28, 2021: That the CDEIC pass a resolution recommending to the City of Oshawa that the Medicine Wheel flag representing the Indigenous Peoples of Canada be flown at City Hall from this year onward. Moved by Donald Igbokwe.

- Discussion on purpose of motion as a matter of inclusion of all Indigenous communities. Mover indicated that the motion was originally brought up in the discovery of the children's bodies and the flag raising in June 2021. The mover indicated that the medicine wheel is collectively recognized in having meaning in recognition of residential school children
- Members questioned whether any consultation has happened with representatives from all Indigenous groups.
- Some members questioned whether the Medicine wheel has the awareness recognition to the public
- Members spoke about not just about putting up a flag or changing a street name, it's the meaning and significance behind it, its power. Engage artists to do collaborate art projects downtown, the ribbons for example create the conversations, reactions, change.

- Julie clarified that the Mississaugas of Scugug Island First Nation (MSIFN) flag was raised in June through request by Bawaajigewan.
- Julie indicated that she believes that the Region of Durham did some consultation prior to the permanent raising of the MSIFN flag.
- Members questioned whether the City has an Ingenious Advisory group. Julie indicated that the City does not, but the Mayor has started to reach out and have conversations with Indigenous leaders in our community.
- Discussion on whether the motion has to be represented in a flag or could it be represented in art, garden, etc.
- Member voiced concern that the City needs to rise above tokenism and that the committee needs to be proactive not reactive, especially on things that were already widely known
- It was suggested by members that this motion be delayed until have further consultation with indigenous communities, and if the committee could have a longer discussion about role and purpose of the committee.
- Some discussion at the committee about putting a broader motion to staff to develop a plan for the City's response to Truth and Reconciliation Commission (TRC) Calls to Action and United Nations Declaration of Rights of Indigenous Peoples (UNDRIP)

Identified that CDEIC needed a motion to extend the meeting time past 8:30 pm
 Motioned by Donald Igbokwe, seconded by Michelle Neill, APPROVED.

- b) CDEIC Resignations – (Attachment 2) by Julie Maclsaac
- Total of 3 resignations and Terms of Reference states we need 12-15 members, currently have 12 members
 - Need to consider if committee wishes to add members in replacement of the members who left and the coinciding recruitment process at this time
 - Remain at 12 members since established and currently in flux in terms of purpose. Might delay and not move us forward.
 - Large committees also make it hard to get things accomplished and current members are committed, recruitment time and resources not necessary, in agreement
 - Current members 2 year term all ends at same time and thus if no new recruitment, would leave committee vacant, representation vacancy in terms of diverse groups, engage youth to join to have voice
 - Would replacements have full 2 year term or just the remainder of the year just like existing members, section 8a reflects it's the balance of the term until June 2022

Motion 1: "That the CDEIC review the Terms of Reference to introduce staggered terms, for approval by City Council."

Motioned by Donald Igbokwe, seconded by Michelle Neill, APPROVED

Motion 2: "That the CDEIC not consider filling the current vacant roles."

Motioned by Sandy Smith, seconded by Michelle Neill, APPROVED

Motion 3: "That two members of the CDEIC meet over the next month to strategize how youth will be involved in the work of the committee."

- Donald proposed friendly amendment to motion to designate Sandy Smith and Uzma Danish as the two members.
 - Turned down, leave open to decision of members who believe they can engage with youth
- Motioned by Sandy Smith, seconded by Beverly Fiddler, APPROVED
Michelle Neill and Gary Wu volunteered and appointed.

- c) Proposed meeting schedule for 2022 (Attachment 3) by Julie Maclsaac
- Last meeting determined by vote that committee wanted a total of eight meetings per year
 - Created a draft list of meeting dates (no meetings for March, July, August, December in the proposed dates)
 - MOTION: “The 2022 meeting schedule be approved as presented in Attachment 3)”
- Moved by Sandy Smith, seconded by Donald Igbokwe, APPROVED

6. Other Business – ALL

- a) Motion brought by Donald Igbokwe: “Be it resolved that CDEIC recommend to the City for Council consideration and adoption of the 92 recommendations by Truth and Reconciliation Commission of Canada and come up with plan for their implementation.”
- Discussion about this motion and wording
 - Committee asked Julie to provide information on the TRC Calls to Action and UNDRIP.
- b) Motion brought forward by Donald Igbokwe: “ To move the motion to next meeting to ensure consideration of both documents and provide to committee for review
- Motioned by Donald Igbokwe, seconded by Eleanor McIntosh, APPROVED
- c) Motion put forward by Eleanor McIntosh: “That the CDEIC receive education on how City decides the process of recognition and naming procedures (streets, parks, sites, facilities, etc).” Seconded by Beverly Fiddler, APPROVED

7. Adjournment – motioned by Beverly Fiddler, seconded Donald Igbokwe, APPROVED

Next meeting: Wednesday, November 24, 7:00-9:00 pm

Meeting Link:

<https://cityofoshawa.webex.com/cityofoshawa/j.php?MTID=mb1d85ee819fcea18ef40ea-be45df5d3c>