

Oshawa Community Diversity Equity & Inclusion Committee

Attended: Uzma Danish (Chair), Beverly Fiddler, Daniel Crosmas, Eleanor McIntosh, Gary Wu, Jalajah Jokarasa, Nathan Barnett, Sandra Smith, Veronica Torres

Regrets: Donald Igbokwe, Jenna Dunn, Michelle Neill

Staff: Julie MacIsaac, Vanessa Abban

February 23 Meeting Minutes

1. Welcome & Land Acknowledgement

2. Approval of Agenda

- Sandy moved to approve the agenda. Veronica seconded the motion.

3. Approval of the January Meeting Notes

- Veronica moved to approve. Beverly seconded the motion.

4. City Staff Update

- A question was raised about the timing of when the temporary DEI Officer will start. The goal will be to overlap with the current DEI officer to help with the onboarding process.
- A question was raised about the City's plan of renaming Northview Community Centre after a prior council member. The City will need to develop a naming process to address upcoming name changes (e.g., Bagot street).
- A new name was approved for the North Library – John Acker. The library is in a neighbourhood that represents a number of different populations. It could have been a good opportunity to choose a name that reflects this diversity.

5. Update on Youth Recruitment

- Gary provided an update on discussions about youth recruitment. While the Committee needs to engage in recruitment, thinking about retention is also important and how best to engage youth members.
- Potential activities for youth recruitment include:
 - Sending out a questionnaire to gauge interest in youth who would be interested in joining the committee and what they would need to support their participation.
 - Reach out to other organizations with youth programming, including PFlag, Indigenous organizations, and youth organizations in Oshawa.
- A question was raised about whether the Committee has a definition for youth. The UN definition is people ages 15-24.
- The Committee should be clearer about what its goals are and what it does before recruiting new members. This will help with retention and engagement.
- Gary and Michelle will meet to talk more about next steps and report back to the Committee.

6. Discussion of Committee Feedback Survey

- Committee members discussed the results of the Committee feedback survey.
- Feedback was provided on the goal of Robert's Rules, which is to bring some order to the meeting. Consideration should be given to other models that aren't as colonial, for example, an Indigenous round table approach.
- Part of the Committee's role should be to hold the City accountable to the objectives it has outlined in documents such as the Terms of Reference and the Diversity and Inclusion Plan.
- The Committee would also like clarity on how it interacts with Council and what the CDEIC's relationship with Council is (for example, in the Committee consulting or advising on initiatives).
- A list of suggested recommendations for changes to the Committee based on the feedback survey will be shared at the next meeting for consideration.

7. Planning for 2022

- Committee discussed potential activities to undertake in 2022.
- An annual forum is an important way for the City to hear from community members in an authentic and meaningful way.
- As the Committee considers ways of engaging with the community, it is important to connect with people where they are so that they can feel safe and able to participate.
- It would be meaningful to provide compensation if the Committee would like to recruit diverse members. Without compensation, it is likely that most volunteers will come from privileged backgrounds. It would also be important to consider compensation for people being engaged in the committee, not just CDEIC members.
- Another way to encourage people to engage and participate is by providing other forms of appreciation/ compensation, for example, food at meetings, funds for childcare, etc.
- There should be more connections between the CDEIC, Council and other committees. Others should be aware of the CDEIC as a resource and utilize members' expertise.
- As a next step, City staff will share the link to Council meetings every month as well as to flag raisings and other special meetings.
- It would be beneficial to have more meetings in person. City Council is beginning to talk about a return to in-person meetings. The CDEIC will consider in-person meetings as soon as possible.
- A special meeting will be held in March to finalize the 2022 priorities.

8. Additional Agenda Items

- No additional items were brought forward.

9. Adjournment

- Beverly motioned to adjourn the meeting. Daniel seconded the motion.