

Office of the CAO

Innovation and Transformation Branch

Date: November 17, 2021
To: Community Diversity Equity and Inclusion Committee (CDEIC)
From: Julie Maclsaac, Director Innovation & Transformation
Re: City Staff Update

I respectfully submit the following update to the CDEIC on key aspects related to Diversity, Equity and Inclusion in Oshawa:

1. Recruitment of the Diversity and Inclusion Officer

- City Council approved the conversion of the Temporary Diversity and Inclusion Officer to a Full-time Diversity, Equity and Inclusion Officer position at the end of September.
- The posting for the position closed at the end of October. Recruitment for the position is currently ongoing.

2. Days of Significance

- The City is continuing to commemorate Days of Significance through social media posts (City of Oshawa's Twitter and Facebook accounts) for the endorsed list of Days of Significance by the CDEIC.
- CDEIC members are encouraged to share these posts

3. Council Directives for Staff

Staff have been directed by City Council to take action on the following items:

- a) CORP-21-36: That in recognition of Oshawa's shared heritage with the Mississaugas of Scugog Island First Nation, that staff investigate the feasibility of the City, wherein possible, amending the signage of landmark facilities in consultation with the local First Nation, by including in addition to the name of the facility and locations in English, a parallel name in 'Anishinaabemowin' the heritage language of the local First Nation.
The City will be working with the Region of Durham on this initiative and reporting back to Corporate Services Committee/Council in Q1 of 2022.
- b) CS-21-110: That City Council direct staff to investigate the options for design and installation of an Orange Crosswalk in the City of Oshawa as a commemoration of the Indigenous children who endured the residential school system, their families and their communities through consultation with the Mississaugas of Scugog Island First Nation, the Oshawa and Durham Region Metis Council, Bawaajigewan Aboriginal Community Circle, the Community Diversity Equity and Inclusion Committee, and other relevant stakeholders.

The City has spoken with a representative of the Metis Council who wishes to be involved in this initiative. Consultation on this will occur in Q1 of 2022, with a

report back to Community Services Committee/Council in the same time frame. City is looking for 1-2 members of the CDEIC to be involved in a potential organizing/consultation committee.

- c) CORP-21-41: Correspondence of community member's request to develop a Land Acknowledgement for Columbus (North Oshawa); and to install a plaque with the Land Acknowledgement at Columbus Community Centre was referred to staff for a report.

The City is in the process of researching and revising its Land Acknowledgement, with an expectation of responding to Corporate Services Committee/Council in Q1 of 2022.

4. Potential Re-naming of Bagot Street

The CDEIC has received a letter from Mayor Carter requesting input into the potential re-naming of Bagot Street. This item is on the agenda for November 24, 2021.

5. 2022 Business Plan

City Council received the 2022 Budget and Business Plans from City staff on November 12. The following items are contained in the 2022 Business Plan that related to Diversity, Equity and Inclusion:

Develop corporate and community plans that embrace diversity and strengthen our corporation and community by advancing initiatives within the Diversity and Inclusion Plan such as:

- Provide support to the Community Diversity, Equity and Inclusion Committee
- Investigate, propose and initiate a process to develop a Reconciliation Strategy and Action Plan in response to the Truth and Reconciliation Commission Calls to Action
- Continue to deliver anti-racism training to Council members and City staff
- Deliver Indigenous Cultural Training to Council members and City staff
- Development of an Action Plan in response to the recommendations in the 2020 Employee Census



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Re: Information regarding Naming and Recognition of City Assets

At the Community Diversity, Equity and Inclusion meeting of September 22, 2021, the following motion was approved:

“That the CDEIC receive education on how City decides the process of recognition and naming procedures (streets, parks, sites, facilities, etc)”

This memo is in response to that motion. The following outlines several methods for naming of City assets.

1. Street Naming Policy:

- In 2003, City Council adopted a street naming policy to honour the memory of men and women from Oshawa who served as part of Canada's military in war or peacekeeping assignments.
- Information regarding this policy can be found at: <https://www.oshawa.ca/residents/street-naming-policy.asp>.
- A PDF of this policy has also been supplied to CDEIC members.

2. Sponsorship Program

- The City offers Facility Naming Rights through a sponsorship program.
- Information about the program can be found at: <https://www.oshawa.ca/business-and-investment/sponsorship-program.asp>

3. Council-directed Naming:

- From time to time, City Councillors will bring forward motions to name assets in the City. These decisions are made at a Standing Committee and approved at City Council.
- Some examples:
 - Dr. Blake Parkette: This can be found on page 7 of the following PDF: http://app.oshawa.ca/agendas/City_Council/2019/02-19/MINUTES_2019-02-19_Council.pdf?00000154-0001-0001-0001-000000002558
 - Ed Broadbent Park: http://app.oshawa.ca/agendas/Community_Services/2019/09-16/ADDITIONAL_CS-19-105.pdf