

Oshawa Community Diversity Equity & Inclusion Committee

Meeting Date: March 27, 2024
Meeting Time: 7:00 PM to 9:00 PM
Location: Civic Recreation Complex

Members in Attendance: Matthew Davis, Davaun Francis, Christine Goodwin, Ayesha Khan, Mariia Pitolai, Pam Reines, Sara Romanchuk, Donald Shields, Sadie Goddard-Durant

Staff in Attendance: Julie MacIsaac, Darcy Piercey-Andrews

Regrets: Bev Fiddler, Fleursha Milfort

Meeting Notes:

1. Welcome & Land Acknowledgment

- Julie delivered the City's Land Acknowledgment
- Davaun delivered the African Ancestral Acknowledgment

2. Agenda Approved

3. January Meeting Notes Approved

4. 2SLGBTQI+ Gap Assessment

- Jake Farr was not in attendance
- Julie identified that Jake is working with Durham Region Community Health Centre to conduct this Durham wide assessment
- Sara provided additional context
- Members of the CDEIC were encouraged to share the survey widely

5. City Updates: Julie provided the following updates:

- Vanessa, the DEI Officer will return for the next meeting from parental leave
- Oshawa Strategic Plan draft vision, mission, outcomes and goals will go to City Council for review April 12. Julie indicated that equity & inclusivity is featured throughout the document in different areas.
- Durham Region is currently conducting consultations for their Strategic Plans and members are encouraged to complete the survey.

- The City is just finishing up training to all hiring managers on eliminating unconscious bias in the hiring process.
- Darcy has written a blog post for International Transgender Day of Visibility (March 31) for the City's employee portal, and the flag will be flown from March 28 – April 2.
- Darcy has completed a review of the Inclusive Language Manual, and Vanessa will bring this to the committee for input later this Spring. Darcy will be finishing her placement with the City soon
- Julie mentioned that there are some upcoming community events that the CDEIC could participate in: Youth Pride, Peony Festival, Canada Day.
- Members mentioned that they were concerned about the lack of BIPOC representation in the City's Centennial event. Julie will pass this feedback along to the Events Team

6. Special Council Meeting

- Julie reminded the Committee that May 28 is the Special Council meeting on accessibility and inclusion.
- The agenda will consist of a presentation by the OAAC Chair, the CDEIC Chair, Accessibility Award presentations and then a chance for community members to address Council on concerns about inclusion.
- Julie indicated that the Committee will need to develop a presentation to Council.
- Members indicated that perhaps they could present on their workplan (next item on the agenda).
- Members indicated their desire to have input on the presentation
- Julie agreed to draft a presentation for review and input at the next meeting

7. Discussion on CDEIC Workplan

- Davaun led the committee through a discussion on the proposed workplan that was drafted by staff.
- Changes will be made and sent out to the Committee.

8. Roundtable

- Members gave announcements and feedback on the meeting.
- Davaun announced that he is stepping down as Chair of the committee

9. Next Meeting

- Next meeting is April 27, at City Hall
- Julie noted that the meeting in May is the day following the Special Council meeting, and asked the Committee if they wanted to keep the meeting on that date.
- There was a suggestion that it might be good to debrief after the Council meeting, and maybe to meet potentially virtually or in another more relaxed environment
- Julie will consult the Terms of Reference to determine what happens that Davaun has stepped down as Chair, will meet with the Vice Chair and report back whether we need elections at the next meeting.

10. Adjournment at 9:10pm