

Oshawa Community Diversity Equity & Inclusion Committee

Meeting Date: Wednesday, March 26, 2025

Meeting Time: 7:00 PM to 9:00 PM

Location: Virtual

Present: Maria Chinelli, Nadea Clarke (Vice-Chair), Sadie Goddard-Durant, Ayesha Khan, Ariela Kong, Fleursha Milfort, Leah Norman, Peace Serwaah, Kweku Winful

Regrets: Matthew Davis, Beverly Fiddler, Christine Goodwin, Pam Reines (Chair), Sara Romanchuk, Donald Shields

Staff: Vanessa Abban

Agenda

1. Welcome – 7:00 p.m.
2. Land acknowledgement – 7:01 p.m.
 - V. Abban provided by the land acknowledgement.
3. African ancestral acknowledgement – 7:03 p.m.
 - V. Abban provided the African ancestral acknowledgement
4. Approval of agenda – 7:04 p.m.
 - The agenda was approved by consensus.
5. Approval of January and February meeting notes – 7:04 p.m.
 - The meeting notes were approved by consensus.
6. City Update – 7:05 p.m.
 - V. Abban provided an update on city initiatives. The full update will be shared with members.
 - Members had a discussion about the City's upcoming workforce census for staff to consider.
 - What measures are being implemented to ensure equity-deserving groups feel safe and supported?
 - In the absence of a community engagement component, what checks and balances are in place?
 - This work will have to overcome the hurdle of not everyone fully understanding D.E.I. work, especially if it's not part of their lived experience.

- How are safe spaces being created for equity-deserving employees to share their experiences, especially to counter narratives that overlook their challenges?
- Clarification requested on whether community engagement is no longer happening and what the actual commitment is. Staff explained that this will likely be a phased process with community engagement to follow at a later time.
- Questions were raised about how meaningful the process will be without community engagement and the creation of safe spaces.
- Question asked about what the concrete commitment is to implementing recommendations or feedback that result from this process.

7. National AccessAbility Week campaign – 7:20 p.m.

- The City is working with Community Living Oshawa/Clarington to get quotes about what belonging means to them for National Accessibility Week. C.D.E.I.C. members are invited to provide quotes or encourage others in their network to provide a quote.
- The campaign will be on the City's social media accounts for N.A.A.W. and will be shown at the Special Council Meeting.

8. Communications sub-group update – 7:40 p.m.

- F. Milfort is working on an invitation for the Special Council Meeting.
- P. Serwaah is working on material to communicate the work of the C.D.E.I.C.
- A. Kong is working on a save the date for the D.E.I. forum.
- These materials will be shared with members in the coming weeks before being sent out to community organizations.

9. D.E.I. forum planning – 8:00 p.m.

- Members discussed details for the D.E.I. forum, including edits to the agenda and planning for the day.
- Discussion included the following action items:
 - V. Abban to create a template email to reach out to potential keynote and panel speakers.
 - Members to identify questions to provide small groups with to direct discussion.
 - Logistics sub-group to meet the week of April 11th.

10. Special Council Meeting planning – 8:30

- The Special Council Meeting on Accessibility, Diversity and Inclusion is scheduled for May 29th. P. Reines and N. Clarke will provide a presentation to Council on behalf of the C.D.E.I.C.
- Members discussed a summary of what the presentation could include:
 - Summary of what we've accomplished
 - Business case for DEI/ anti-DEI sentiments
 - DEIAA Strategy
 - OSP feedback

11. Adjournment – 9:00 p.m.

Next meeting: April 30, 2025, 7:00 – 9:00 PM, City Hall Committee Room