

Oshawa Community Diversity Equity & Inclusion Committee (C.D.E.I.C.)

Meeting Notes

Meeting Date: Tuesday, April 21, 2026

Meeting Time: 7 p.m. to 9 p.m.

Location: Arts Resource Centre, Green Room - 45 Queen St, Oshawa ON

Present: Nadea Clarke (Vice Chair), Christine Goodwin, Ariela Kong, David Mandziuk, Leah Norman, Pam Reines (Chair), Lee Rosen, Kweku Winful

Regrets: Saumya Bhasin, Maria Chinelli, Elle de Lyon, Sadie Goddard-Durant, Jacob Powless, Donald Shields

Staff Present: Vanessa Abban, Arpita Savaliya

Agenda

1. Welcome

- Chair P. Reines called the meeting to order.

2. Land acknowledgement

- P. Reins delivered the land acknowledgement.

3. African ancestral acknowledgement

- P. Reins delivered the African ancestral acknowledgement.

4. Approval of agenda and March meeting notes

- P. Reines moved the April meeting agenda.
 - Members agreed; motion carried.
- P. Reins moved to defer the approval of March meeting minutes to May.
 - Members agreed; motion carried.

5. City update

- The City's work on its internal D.E.I.A.A. Strategy is ongoing and a report was shared with Directors.
- A. Banning hosted a well-attended, internal staff discussion on Residential Schools denialism.
- The City launched a Culture Days' call for workshops and applications are accepted until Monday, April 27.

- Regional D.E.I. Symposium is on May 2. More information will be shared as it becomes available.
 - Members shared positive experiences from previous symposiums and the value in learning about other municipalities as a comparator.
- Asian and South Asian Heritage Month planning ongoing.
 - Community Event being held at the Arts Resource Centre on May 20 from 5 p.m. – 7 p.m.
 - The first half of the event will include activity booths while the second half of the event will consist of performances.
 - Ongoing discussions with the Oshawa Public Libraries about a display.
 - S. Bhasin previously shared they have arrangements for Indian attire to be included in the display.
 - Members asked to share any additional options for further representation.

6. DEI award recipients

- Recipients finalized for recommendation to Council and the report will be presented to Council by the end of May.

7. DEI forum

- Members discussed the logistics of the DEI Forum happening on Saturday, April 25.
- Discussion Highlights:
 - Confirmation of the keynote speaker: Yas Hassan (they/them) associate director at Tamarack Institute.
 - Confirmation of ASL Interpreters.
 - Discussed strategies on facilitating Action Labs, including the opportunity for sharing ideas in a variety of ways, having broad topics while breaking them down with targeted questions to stimulate discussion.
 - Confirmation of volunteer roles during the event.
- Action Items:
 - V. Abban to prepare presentation and script to share with MC.
 - V. Abban to prepare materials for Action Labs.

8. Special Council Meeting

- Meeting scheduled for May 26 at 7 p.m. – 9 p.m. where the P. Reines and N. Clarke will present about committee's work and recommendations to Council.
 - Remaining time is allocated to delegations.
- Community members are invited to attend the special council meeting.
- Members reviewed the previous year's presentation to prepare for the upcoming presentation.
- Action Items:
 - V. Abban to share last 2 years' presentations with members for review.
 - V. Abban to share form collecting input from members about the presentation and availability for a special committee meeting.
 - Members to review presentations and complete the forms that will be shared.

9. Adjournment

- Members agreed to adjourn the meeting.

Next Meeting: Special Council Meeting on Tuesday, May 26, 2026 – 6 p.m. at City Hall Council Chambers.