

Oshawa Community Diversity Equity & Inclusion Committee

Meeting Date: Wednesday, June 25, 2025

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

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

Present: Nadea Clarke (Vice-Chair), Sadie Goddard-Durant, Christine Goodwin, Ayesha Khan, Ariela Kong, Fleursha Milfort, Leah Norman, Pam Reines (Chair), Donald Shields, Kweku Winful, Vanessa Abban, Enez Perkins

Regrets: Maria Chinelli, Matthew Davis, Beverly Fiddler, Sara Romanchuk, Peace Serwaah

Meeting Notes

1. Welcome
 - P. Reines welcomed everyone to the meeting.
2. Land acknowledgement
 - P. Reines read the land acknowledgement.
3. African ancestral acknowledgement
 - P. Reines read the African ancestral acknowledgement.
4. Approval of agenda
 - The agenda was approved by consensus.
5. City update
 - The Diversity, Equity and Reconciliation Coordinator position has been reposted, closing on July 7. Members are encouraged to circulate the posting within their networks.
 - A flag raising and proclamation reading for Disability Pride Month will take place on July 2 at 10:00 a.m.
 - C. Goodwin will provide brief remarks and present the art pieces created to commemorate the month.
 - A virtual staff session is planned for July 8th with disability studies professor Ghofran Alyass. V. Abban will share a link with C.D.E.I.C. members who may want to attend the session.
6. Culture plan update
 - C. Richards, Senior Manager of Culture and Events, provided a presentation on the City's development of a new Culture Plan.

- C. Richards will share the current Oshawa definition of culture planning.
 - Discussion included the importance of incorporating religious and spiritual communities in the definition of culture, following UNESCO's inclusive approach.
 - Emphasis on embedding decolonization, D.E.I., and reconciliation throughout the Culture Plan, not limiting it to a single pillar, to avoid positioning white, heteronormative, Anglo-Saxon identity as the default.
- Questions were raised about how the City will ensure engagement with various communities in Oshawa:
 - Community engagement will include an online cultural map (asking communities to self-identify), supplemented by updated Statistics Canada and census data, along with other sources to understand demographics and community composition.
 - Suggested starting with the needs of the most vulnerable populations and expanding outward.
 - C. Richards noted the goal is to reach as many people as possible for input.
 - The community engagement plan will be brought to the C.D.E.I.C. at a fall meeting for feedback.
- C. Richards will follow up with her team to get their notes on the debrief from 100+ year celebrations to update the C.D.E.I.C.

7. C.D.E.I.C. recruitment

- Recruitment for the CDEIC is underway and will close on July 25.
- There is currently one vacancy, with three additional potential vacancies pending confirmation.
- V. Abban will reach out to members who have missed recent meetings to discuss their continued interest in serving on the committee.
- L. Norman, K. Winful, A. Kong, A. Khan, and P. Reines expressed interest in joining the recruitment sub-committee.
- V. Abban will share details of the recruitment process with these members to ensure they are able to participate.

8. D.E.I. forum recap and report

- Members had a discussion to debrief the D.E.I. forum, which turned out well due to everyone's hard work.
- Members shared key observations from the event:
 - Excellent keynote speaker, though the session ran into the lunch break.
 - Recommendation to start future events later and include more buffer time between activities.
 - Panel discussion was strong but had to be condensed due to earlier overruns.
 - Need to provide clearer guidance for facilitators.
 - Acknowledged the forum required significant planning efforts, suggesting it may not be feasible to host annually to maintain bandwidth for other initiatives.
- There was a roundtable discussion on how to build on this first forum, including:
 - Sharing forum results more widely.
 - Marketing more widely online to engage more businesses and individuals not tied to institutions. Community was invited to Durham Region's Community Connections event and it went well.
 - Inviting more post-secondary institutions, as students from Trent expressed interest.
 - Adding the forum's word cloud to the City's DEI webpage.
 - Leveraging the existing forum template for future sessions.
 - Noted low participation from City staff and leadership.
 - A report summarizing the key findings and recommendations from the forum will be developed and shared broadly to continue engagement and collaboration.

9. Term wrap up and members appreciation

- Letters from the Mayor have been prepared for members who are leaving the Committee.

10. Adjournment – 9:00 p.m.

- The next meeting will be scheduled for September 2025.