

Oshawa Community Diversity Equity & Inclusion Committee

Meeting Date: Wednesday, February 18, 2025

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

Location: Arts Resource Centre, 45 Queens St Oshawa ON, L1H 3Z3

Present: Maria Chinelli, Nadea Clarke (Vice-Chair), Matthew Davis, Sadie Goddard-Durant, Christine Goodwin, Ayesha Khan, Ariela Kong, Leah Norman, Pam Reines (Chair), Peace Serwaah

Regrets: Beverly Fiddler, Fleursha Milfort, Sara Romanchuk, Donald Shields, Kweku Winful

Staff: Vanessa Abban, Julie MacIsaac

Agenda

1. Welcome – 7:00 p.m.
 - P. Reines welcomed members to the meeting.
2. Land acknowledgement – 7:01 p.m.
 - J. MacIsaac provided the City of Oshawa's land acknowledgement.
3. African ancestral acknowledgement – 7:03 p.m.
 - V. Abban read the African Ancestral Acknowledgement.
4. Approval of agenda – 7:04 p.m.
 - The agenda was approved by consensus.
5. Approval of January meeting minutes – 7:04 p.m.
 - Approval of the January meeting minutes has been deferred to the March meeting.
6. City Update – 7:05 p.m.
 - V. Abban provided an update on the City's recent D.E.I. initiatives. The full update will be shared with members.
 - Members discussed providing opportunities for the C.D.E.I.C. to engage with city staff.
 - P. Reines, C. Goodwin, M. Chinelli, and A. Khan volunteered to manage a C.D.E.I.C. table at the Exploring Nollywood event on February 26th.
7. D.E.I.A.A. strategy – 7:20 p.m.

- V. Abban provided an update that the City is beginning work on a new Diversity, Equity, Inclusion, Accessibility and Anti-Racism (D.E.I.A.A.) Strategy.
- Members had a discussion about the Strategy, raising the following points for consideration:
 - The strategy should be Council-approved to have some weight or impact.
 - There is a balance between how bold the strategy can be while still achieving its identified goals and engaging partners.
 - Consideration should be given to how communities are mobilized, especially ones that have not usually engaged in city consultations.
 - The strategy will require an action plan that translates to clear deliverables across the organization and receives buy-in from leadership. The action plan should identify responsibilities for specific business areas and include a reporting process on what has been accomplished.
 - The internal Project Steering team will be important for building buy-in and engagement throughout the strategy development process.
 - The strategy should be short and to the point and include a visual roadmap to help guide people on what the strategy is working towards.
 - It will be important to understand the key individuals and community organizations that should be engaged throughout the strategy.
 - It will also be important to focus on transforming people and changing value to get buy in.

8. D.E.I. forum planning – 8:00 p.m.

- Members reviewed the ranking for the proposed breakout sessions and agreed to host four sessions:
 - Employer panel on D.E.I. best practices
 - Addressing anti-D.E.I. sentiments
 - Learning about D.E.I. at the City of Oshawa
 - Community panel of D.E.I. best practices
- The invitations should include an option for participants to identify the breakout session they want to attend so that there is an understanding of which sessions have the most demand.

- Members agreed that the forum date should be pushed back to allow more time for planning. V. Abban will send out a doodle poll to identify a new date.
- Members volunteered to support a sub-committee for the conference:
 - Logistics sub-committee: S. Goddard-Durant, L. Norman, M. Chinelli, A. Khan, N. Clarke.
 - Communications sub-committee: P. Reines, A. Kong, P. Serwaah, F. Milfort.
 - V. Abban will set up time for the sub-committees to meet before the next meeting.

9. Workplan review – 8:40

- Members reviewed the current work plan and agreed with the current priorities.

10. Adjournment – 9:00 p.m.

- Members agreed to adjourn the meeting.

Next meeting: March 26, 2025, 7:00 – 9:00 PM, City Hall Committee Room