

Oshawa Community Diversity Equity & Inclusion Committee

Meeting Date: Wednesday, November 27, 2024

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

Location: City Hall Committee Room, 50 Centre St S, Oshawa, ON L1H 3Z7

Present: Maria Chinelli, Nadea Clarke, Matthew Davis, Beverly Fiddler, Christine Goodwin, Ayesha Khan, Ariela Kong, Leah Norman, Pam Reines (Chair), Sara Romanchuk, Donald Shields, Kweku Winful

Regrets: Sadie Goddard-Durant, Fleursha Milfort, Peace Serwaah

Staff: Vanessa Abban, Amanda Banning

Meeting Notes

1. Welcome

- P. Reines welcome members to the first meeting of the year.

2. Land Acknowledgement

- B. Fiddler provided the land acknowledgement.

3. African Ancestral Acknowledgement

- V. Abban read the African ancestral acknowledgement.

4. Approval of Agenda

- L. Norman recommended moving the staff update to the end of the agenda to allow more time for discussion of other items.
- Committee members reached a consensus to keep the agenda as is, but agreed to be mindful of timing to ensure there is enough time for discussion. This matter will be evaluated and revisited as needed.

5. Approval of October Meeting Notes

- The October meeting notes were approved without any edits.

6. City Update

- V. Abban provided an update on the City's recent D.E.I. initiatives. Key updates include:
 - The City of Oshawa's budget has been approved, which includes funding for a Diversity, Equity, Inclusion, Accessibility, and Anti-Racism Strategy, as well as a new staff position.

- Durham Region is holding a community session for their D.E.I. Strategy. Members will be provided with the details if they are available to attend.
- A. Banning gave an update on the 4 Seasons of Reconciliation training that the City is working to purchase. C.D.E.I.C. members expressed interest in participating in Indigenous reconciliation training.
- V. Abban will share the City's Indigenous Reconciliation webpage, which includes a list of relevant resources.
- V. Abban also updated the group on the City's planning for a Black History Month event in collaboration with Ontario Tech University. More information will be provided at the next meeting.

7. Disability Pride Month

- C. Goodwin proposed a potential activity for Disability Pride Month, a community art project, which members supported. C. Goodwin will follow up with further updates as the plan develops.

8. CultureAlly Training Discussion – 7:30PM

- V. Abban explained that the City will be purchasing D.E.I. modules from CultureAlly to be included in mandatory training for all employees. C.D.E.I.C. members requested a demonstration of the modules, which will be provided at the next meeting.

9. Equity Award

- Members discussed creating a D.E.I. award program for the City.
- Staff clarified that the purpose of the award program is to recognize positive D.E.I. initiatives in the City.
- Members discussed potential names for the program, such as DEI Champions Award, DEI Leadership Award, DEI Community Service Award, or DEI Oshawa Service Recognition.
- It was recommended that award categories be designed around high-priority initiatives, such as education and community outreach.
- There were suggestions to carefully define the award criteria and focus on meaningful outcomes to avoid recognizing performative initiatives with limited impact.

- The possibility of creating an internal staff equity award program in addition to a community award program was also discussed.
- Members emphasized the importance of aligning the award criteria with the City's vision and goals for its D.E.I. work.

10. Community Forum

- This item was deferred to the next meeting. V. Abban will send out a poll with potential dates in April 2025 to finalize a date for the forum.

11. Adjournment

- Members agreed to adjourn the meeting.

The next meeting is January 29, 2025, 7:00PM – 9:00PM.