

Oshawa Community Diversity Equity & Inclusion Committee

Meeting Date: Wednesday, November 29, 2023
Meeting Time: 7:00 PM to 9:00 PM
Location: Committee Room, City Hall
(50 Centre St S, Oshawa, ON L1H 3Z7)

Members in Attendance: Christine Goodwin (Chair), Mary Baddam, Matthew Davis, Lincoln Edwards, Bev Fiddler, Davaun Francis, Sadie Goddard-Durant, Ayesha Khan, Fleursha Milfort, Mariia Pitolai, Pam Reines, Donald Shields.

Staff in Attendance: Julie MacIsaac, Kaitlin Namek, Enez Perkins.

Regrets: Sara Romanchuk

Meeting Notes:

1. Optional Group Strategy Session

- Members were invited to participate in an optional group brainstorming session ahead of the Strategic Plan Consultation to help determine key points they wished to articulate/develop group recommendations.
- It was suggested that the entire Strategic Plan be framed through a lens of inclusion and belonging.
- Members questioned how this could be operationalized. Rather than having D.E.I. considerations be separate actions in the plan, is there a framework that would allow equity and an emphasis on belonging to be incorporated into the work of the entire corporation?
- Members suggested that a corporate wide Equity Audit should be included in the plan, as well as the development and implementation of an Equity Assessment Tool that should be utilized in all areas of the City.
- Members questioned what D.E.I. means in action and suggested that many of the City's D.E.I. initiatives had been largely performative up until this point. They argued that D.E.I. objectives should be substantive and action-oriented, measurable and that progress should be reported to community in order to ensure accountability.
- Members suggested that community be more meaningfully engaged in defining D.E.I. priorities to ensure that the City's objectives are substantive and actually meet the needs of residents.
- The City's budget needs support equity work across the entire corporation.
- City Hall and City Council landscape/structure – what does DEI mean in action? Measurable, action-oriented and reported to community – greater accountability, leveling the playing field in terms of physical
- It was suggested that D.E.I. should be its own pillar in the Strategic Plan, rather than a few singular objectives scattered throughout

2. Welcome & Land Acknowledgement

- Christine (acting CDEIC Chair) welcomed participants to meeting.
- Kaitlin delivered the City's land acknowledgement.

3. Approval of Agenda

- The meeting agenda was approved by consensus.

4. Approval of October Meeting Notes

- The October meeting notes were approved by consensus.

5. Oshawa Strategic Plan Engagement Session

- Members participated in the Oshawa strategic plan engagement session.

6. Chair Elections

- Members participated in elections to select a new C.D.E.I.C Chair and Vice-Chair.
- Davaun Francis and Pam Reines announced their intention to stand for Chair. Each delivered a short address to the members, briefly outlining their qualifications for the role.
- Members voted by secret ballot and the votes were tallied by the DEI Officer.
- Davaun was selected as Chair by a majority of votes. Pam secured the second greatest number of votes and was selected as Vice-Chair.

7. Announcements

- Kaitlin provided details about the Oshawa Community Grants Program and encouraged members to share with their networks.
- Kaitlin updated the members on recent City initiatives including the development of a new Land Acknowledgement Policy and staff guidelines for planning inclusive and equitable holiday celebrations.
- Kaitlin invited members to attend the City's upcoming Menorah Lighting Ceremony, hosted in partnership with Rabbi Borenstein of the Chabad Centre of Durham Region.

8. Adjournment

- The meeting was adjourned at 9:07 P.M.