

Diversity, Equity and Inclusion (DEI) Action Coalition

November 27th, 2023

5:30 pm - 7:30 pm

Oxford County Administration Building (Room 129)

Minutes

Members in Attendance:	Joanna Mitchell, Patricia Marshal, Tami Murray (virtually), Pauline Janke
Regrets:	Heidi Becks (Woodstock Police), Kashif Afsar Siddiqui
Staff Support:	Ayesha Sahid (Oxford County – staff support), Julie Middleton (South-West Oxford – staff support)

1. Call the Meeting to Order (5:30 p.m.)

Chair Julie Middleton called the meeting to order at 5:38 p.m. and a quorum was present.

2. Land Acknowledgement and Statement of Reconciliation (Patricia Marshall)

Oxford County DEI recognizes that the territory we gather upon and work towards promoting and creating equity, diversity and inclusion is on the ancestral homelands of the Attawandaran, Anishnaabe and Haudenosaunee peoples. Before contact this region was home to millions of Indigenous People who have lived on, tended to and raised families for over 10000 years which was directly disrupted by colonialism. This resulted in the systematic genocide of Turtle Islands first people followed by generations of oppressive views and systemic barriers still perpetuated to this day.

We understand that in order to truly begin working towards the ideals of D E I then we must ensure that creating an Oxford where Indigenous people along with other minority groups can also feel they belong is our number one priority as a committee, this is a paramount step towards Reconciliation itself.

We can begin to honor and respect inclusion by exploring the concepts of the seven grandfather teachings of the Anishinaabe people, incorporating their intentions into our work. - Love, Respect, Courage, Wisdom, Honesty and Truth.

We can promote equity by learning more about the history and intentions of the treaties of our area and work towards diversity by increasing consultation and collaboration with Indigenous Peoples and organizations to demonstrate being good treaty partners. We can also do our best to address the calls to actions for Municipalities put forth in the TRC.

3. Committee Member Check-In

- *What topic recommendations do you have?*
- *Do you have contact information for local training opportunities that can be shared?*

iii. Five Goals/Priorities for 2024 – Brainstorming – for discussion/input:

- *Education and awareness for general public;*
- *Training for local leaders and staff;*
- *Advocacy;*
- *Dissemination of Information (media campaigns);*
- *Solidarity with marginalized communities;*
- *Protests – regulate by by-law? What can we do to protect youth in the community from impacts?*

8. Next Meeting Date

Proposed: Monday, January 22nd, 2024 from 5:30 p.m. to 7:30 p.m.

9. Committee Member Check-out

10. Adjournment (7:30 p.m.)

Resolution No. 3

Moved By

Seconded By

RESOLVED that the meeting adjourn at 7:44 p.m. to meeting again at 5:30 p.m. on Monday, January 22nd, 2024.

DISPOTISION: Motion Carried