

Diversity, Equity, and Inclusion (DEI) Action Coalition

January 20, 2025

5:00 p.m. - 7:00 p.m.

Virtual

Minutes

Members in Attendance: Joanna Mitchell, Pauline Janke, Tami Murray, Amy McKague, Liela Abouzeenni, Tajay Turner-Smith

Regrets: Patricia Marshall

Staff Support: Ayesha Sajid (Oxford County) – staff support, Julie Middleton – (SWOX)

Guests:

1. Call the Meeting to Order (5:05 p.m.)

2. Land Acknowledgement and Statement of Reconciliation (Ayesha)

Let us call to mind our relationships with the Indigenous Peoples of the lands we are on today, and the histories and impacts of these relationships. Let us acknowledge that we meet on the ancestral and unceded territories of the Inuit, Metis and First Nations peoples. Let us recognize that our historical relationships impact present-day Indigenous experiences and that each of our present-day actions shapes the future.

3. Committee Member Check-In – Round Table

Committee members did introductions and check-in. New committee member Liela Abouzeenni.

4. Approval of the Agenda of Monday January 20, 2025

Resolution No. 1 Moved by Joanna Mitchell
Seconded by Tami Murray
RESOLVED that the DEI Action Coalition approve the
Monday January 20, 2025 agenda as presented.

DISPOSITION: Motion Carried

5. Approval of the Minutes of November 21, 2024

- to acknowledge these holidays. Explain what these holidays mean.
<https://www.diversityresources.com/diversity-calendar-2025/>
- d. Pauline: Awareness of essential human rights components – Human Rights website.
 - iv. Discussion on Black History Month
 - a. Pauline: Woodstock Museum has been working on exhibits and awareness activities for the month, focusing on history in this community.
 - v. Update on the DEI Action Coalition Webpage
 - a. <https://safewelloxford.ca/action-coalitions/dei-diversity-equity-and-inclusion-action-coalition/>
 - b. Resources are provincial and federal links with others that can be comfortably endorsed and have formal direction. Tami: Concerning these, they are often outdated and hard to navigate. The Communication Team suggested we release an "Article of the Month" to address current issues and utilize Ayesha's already prepared resources list. Would these be archived so there are resources for people to access later on? **Action:** Ayesha will follow up with the Communication Team. Pauline: How do we always anchor these in the base documents such as the Human Rights Code?
 - c. Provide feedback to Ayesha on the webpage.
 - d. What can we do with website/social media? Can we use Black History Month in February – do social media posts link back to the webpage? What are the timelines for publishing something? Can we test the web page with the "Article of the Month" for Black History Month? **Action:** Ayesha will follow up with the Communication Team.
 - vi. Other business:
 - a. Woodstock Museum has also reached out to do an event during Ramadan on March 22.
 - b. The Committee will brainstorm ideas for what significant days to share this year.
 - c. Pinpoint opportunities already happening within the County and share those – the County may only share County activities, not individual community activities. **Action:** Ayesha to verify. The Committee feels it is essential for the County to take the lead on sharing what is going on in the community and returning to the education provided on the website.
 - vii. Next steps:
 - a. Connect with the comms team to know parameters- Ayesha
 - b. This year - promote events already in the community and promote our hyperlink.
 - c. Start planning for next year: 1) Which significant days do the Committee members want to identify that could help shape specific targeted education or events 2) The Committee can also work on

developing educational materials on issues highlighted in the Safe and Well Oxford Plan, e.g., racial issues, racial inclusion in schools, human rights, etc.

- d. Tami: has shared material on unconscious bias/microaggressions with Ayesha- **Action:** this material can be utilized to develop an Unconscious Bias Questionnaire.

Pauline: We need to start planning ahead of time(event or education and awareness pieces) if we are to work around significant days, e.g., Black History Month, recognizing the labor of the Committee members. Start planning for the following year in October. In terms of significant days, keep things simple, letting people know what is happening in the community and why to ensure meaningful learning. For Black History Month this year, the Committee can utilize information shared by the Canadian Heritage Government of Canada and put it on the DEI Action Coalition Web page. Themes also come out by the Province on significant days two days before, and they can also be utilized and promoted on the DEI Action Coalition Webpage.

<https://www.canada.ca/en/canadian-heritage/campaigns/black-history-month.html>

7. Next Meeting Date – February 24th, 2025 5-7 pm

8. Committee Member Check-out – Round Table

- i. **June 14, 2025 – Pride Family Day, 10th Anniversary**
- ii. **Coldest Night of the Year – February 22, 2025**

9. Adjournment

Resolution No. 3	RESOLVED that the DEI Action Coalition meeting adjourn at 7:07 p.m. by all.
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