

## **Diversity, Equity, and Inclusion (DEI) Action Coalition**

**June 23<sup>rd</sup>, 2025**

5:00 pm - 7:00 pm

Oxford County Administration Building (virtual)

### **Meeting Minutes**

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Members in Attendance: Joanna Mitchell, Leila Abouzeeni, Ephraim Mwaura, Amy McKague, Tajay Turner-Smith

Regrets: Pauline Janke, Patricia Marshall, Tami Murray

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

#### **1. Call the Meeting to Order (5:04 pm)**

#### **2. Committee Member Check-In**

#### **3. Approval of the Agenda of Monday, June 23<sup>rd</sup>, 2025**

- i. NA – did not have quorum, only discussed update

#### **4. Approval of the Minutes of Monday, May 26<sup>th</sup>, 2025**

- i. NA

#### **5. Discussion Items:**

- I. Discuss goals/priorities- Education & Awareness:
  - DEI and Human Rights Postcard draft (Tami).
    - Tami will work on this over the summer and share the draft with Ayesha. Hope is to have a draft ready to be shared and discussed in September's meeting. **Action:** Include the DEI Web page link in the postcard draft.
  - Update on the discussion with the Police.
    - WPS is willing to attend the September meeting
    - OPP has also been invited, waiting for a response
    - Opportunity for relationship building with the Police, and provide education and awareness around systemic issues and impacts on the community.
    - If specific incidents are mentioned, the Police would be required to file a report. Ayesha asked Coalition members to prepare a summary, testimonial/scenario that explains briefly what has happened, how the Police could have tackled the situation differently and the impact of the incident. We are looking to address the systemic issues. Coalition members can also share

an experience of somebody they know, if they don't think they have one to share from their own personal experience with the Police. The deadline to send this to Ayesha is July 21. Scenario/summary/testimonial will be shared with the Police in advance of September's meeting and will be used in their all staff training.

- Coalition members have shown interest in asking the Police about an update on the policy to have police in schools. How will this affect those in relation to DEI, racialized children, and those who have interactions outside of the school?
- Oxford County table at Pride Family Day (update).
  - Good experience- distributed DEI stickers and treats
  - Canvas painted in Pride colors, where people shared words about what DEI means to them.
  - Handed out tips on how to be inclusive in communication
  - Handed out cards on the Canadian Index of Well-Being Survey
  - Next time, have something with the DEI webpage on it for more resources, maybe include on postcard
- Potential multi-cultural event, initiatives/goals for 2026 budget considerations.
  - Which significant days do the Committee members want to recognize that could help shape specific targeted education or events for this year and next & why?
  - The Committee can also work on developing educational materials on issues highlighted in the Safe and Well Oxford Community Safety & Well-being Plan, e.g., racial issues, racial inclusion in schools, human rights, etc.
  - Update: Conversations will happen in September, and members will brainstorm about organizing an event in 2026 over the summer.
- II. Update on the DEI Action Coalition Webpage- Article of the Month.
  - The person who volunteered to send an article for August should send it to Ayesha soon.
- III. Other Business
  - Amy: Are we looking for more members?
  - Terms of reference: number of members? (11 members) The Community Safety and Well-being plan is being reviewed. If current members leave, we will replace them. Committee members are appointed for a term consistent with the Term of Council (4 years), with the initial term ending on November 15th, 2026. Need to find a balance for how many members want and should have. We will review it after the new plan is developed. Draft is due by October. The Community Safety and Well-Being Plan needs to be updated every 5 years.

**6. Next Meeting Date – September 22, 2025, 5-7pm**

**7. Committee Member Check-out**

**8. Adjournment (5:38 pm)**

i. NA