



DISPOSITION: Motion Carried

**6. Discussion Items**

- I. Inclusion Charter Update: Letters were sent to Blandford Blenheim and Tillsonburg to request endorsement. Tillsonburg will be receiving a staff report shortly and anticipates endorsement. Norwich deferred endorsement and wants to explore what other Area Municipalities are doing and possibly look at creating their inclusion charter. Warden, Sarah, and Ben will meet with Norwich councilors to discuss this matter further. EZT will also be receiving staff report shortly.
- II. Update on the draft of Oxford County's DEI Action Plan (Ayesha & Pauline) Diversity, Equity, and Inclusion Action Plan 2023–2027 (niagararegion.ca) – SAMPLE
  - a. Pauline's update: Has reviewed resources to inform the process of developing this but needs the team to review. Need to have a working group to review the information and distribute the work. Pauline has shared resources with Ayesha. Pauline has reviewed the format for ease of accessibility and proposed the format from TDSB Equity Leadership Competencies resource.
  - b. Ayesha's update: Reviewed the resources that Pauline shared. Ayesha would like to have a first draft of the DEI Action Plan (external) sent to the Action Coalition members before the next meeting. Ayesha will start working on a draft and share it with the team before the next meeting to review it, along with the links to the Perth and Niagara Region External Action Plans. Through these sample Action Plans, the Committee could make recommendations on what needs to be adopted from other Action Plans and what we can include that is County specific- considering the needs and issues of Oxford County.
- III. DEI Action Coalition Webpage (Ayesha will share the resources).

Ayesha has been compiling a list of resources under different DEI categories and will share it with committee members. Please provide feedback to Ayesha asap and make suggestions for other resources that you believe are helpful. Depending on the availability of County's Web team and Communications, the webpage would be up and running before our next meeting on Nov 21<sup>st</sup>. But we will eventually be able to add more content to it. If the web page is not ready by the November 21<sup>st</sup> meeting, then Ayesha will share the draft of the web page content with the Action Coalition members, but this is a time-sensitive matter.

