Diversity, Equity and Inclusion (DEI) Action Coalition

October 28, 2024

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

Virtual

Minutes

Members in Attendance:	Joanna Mitchell, Amy McKague, Pauline Janke, Patricia Marshall
Regrets:	Mohamed Ismail, Tami Murray, Tajay Turner-Smith
Staff Support:	Ayesha Sajid (Oxford County) – staff support
Guests:	

1. Call the Meeting to Order (5:06 p.m.)

2. Land Acknowledgement and Statement of Reconciliation (Joanna)

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 Inuit, Metis and First Nations peoples. Let us recognize that our historical relationships impact presentday Indigenous experiences and that each of our present-day actions shape the future.

3. Committee Member Check-In – Round Table

No check in is needed this evening by the committee members

4. Approval of the Agenda of Monday, October 28th, 2024

Resolution No. 1	Addition to agenda: Update on Inclusion Charter
Moved By	
	No quorum for approval of the agenda

5. Approval of the Minutes of September 23rd, 2024

Resolution No. 2	Moved By Joanna Mitchell
	Seconded By Pauline Janke
	RESOLVED that the DEI Action Coalition approve the
	Monday, September 23 rd , 2024 meeting minutes as
	presented.

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 21st. But we will eventually be able to add more content to it. If the web page is not ready by the November 21st meeting, then Ayesha will share the draft of the web page content with the Action Coalition members, but this is a time-sensitive matter.

Some of the suggestions made by the Action Coalition members to include on the Webpage are listed below:

- a. Definition of DEI
- b. Links to meeting minutes and meeting links to join
- c. Ability to subscribe to get updates
- d. Links to community groups
- e. Format of the Stratford page is user friendly
- f. Start with a one-page overview and then add information in more detail as we go along
- g. Use branding of Safe and Well Oxford rather than rebranding
- h. Link back to Safe and Well plan so people can see where the objectives came from and how it all connects
- i. For future: structure of Chatham-Kent timeline to show progress of development

7. Next Meeting Date – Thursday, November 21, 2024 at 5:00 p.m.

8. Committee Member Check-out – Round Table

i. No comments

9. Adjournment

Resolution No. 3

Moved By Pauline Janke Seconded By Amy McKague

RESOLVED that the DEI Action Coalition meeting adjourn at 5:50 p.m.

DISPOSITION: Motion Carried