

- [Perth County – Inclusion Charter](#)
- [York Region – Inclusion Charter](#)
- [Peel Region – Inclusion Charter](#)
- [Coalition of Inclusive Municipalities](#)

Discussion took place among the Committee regarding the development of an Inclusion Charter for Oxford County. The following comments were shared and discussed:

- It was suggested that the Inclusion Charter be focused on what is required under the Human Rights Code. Education in this regard is required and encouraged – there is not a good understanding locally with respect to what is required and what Diversity, Equity and Inclusion actually is.
- Need to show reconciliation efforts – include and recognize The Seven Grandfather Teachings in the Inclusion Charter. This is to inform and educate.
- The document needs to be user friendly, understandable and give guidance and direction moving forward in terms of how we behave and look a past oppressing practices.
- The Committee agreed that sufficient community consultation has taken place through the development of the Safe and Well Oxford Plan and that we now need to focus on bringing people together and have conversations about DEI locally.
- Once the plan is finalized, it will be presented to County Council and area municipalities for approval and support.
- The Inclusion Charter should include recommendations with respect to how organizations can be more inclusive, and show leadership and solidarity with marginalized communities. The demographics in Oxford County are changing.
- Discussion took place regarding the coalition of Inclusive Municipalities. The Committee agree that they may look at this in more detail in the future; however, right now they want to focus on the development of an Inclusion Charter, public education and awareness.
- The Committee discussed what the response and repercussions will be if leaders and individuals are not adhering to the requirements of the Charter. This will require further discussion in relation to expectations, goals and objectives of the Charter. Consideration of an annual report to show support for the Charter.
- Ayesha Sajid will prepare a draft based on the samples reviewed, comments from the Committee and existing data in relation to demographics within the community. She will bring forward a draft to the November 27th meeting.
- Discussion took place about possible DEI certification for local businesses. The Committee agreed that at this stage the target

audience is local leadership at the municipal level (County and lower tiers). The Committee requires buy-in and support at this level first.

iv. Human Rights Commission – Policy Diversity, Equity and Inclusion (sample internal policy)

The Committee would like to consider a Diversity, Equity and Inclusion Policy in the future. They agree that the requirements and law of the Human Rights Code needs to be embedded in the Inclusion Charter for Oxford.

v. New Oxford County Proclamations and Flag Protocol

The Committee reviewed the amended policy and shared the following comments:

- Disappointment that flag raisings are limited to only one week. It was discussed that this will allow support for more groups.
- This is an opportunity for local leadership to show their leadership and support for and solidarity with marginalized communities.
- Should a similar policy be adopted by lower tier municipalities, the decision may be that of local Mayors or Council as a whole. Delegating the decision to the Head of Council, provided the flag raising aligns with the goals and objectives of the organization's Strategic Plan, addresses barriers associated with bringing forward requests on time for flag raising ceremonies.
- The Committee discussed that flag raisings should be considered and included as part of the Inclusion Charter for Oxford County including support for specific marginalized groups and minorities locally. This will help to provide consistency across the County and address some of the conflict that exists locally.
- Discussion took place regarding organized relation and the history of control associated with this. More discussion will need to take place about this as a competing human right. Supporting one is not to take away from the other – it is about allowing space for both to exist. Discomfort is not an infringement of an individual's human right. Community learning needs to take place. A person's right to exist is not minimized by allowing someone else to exist.
- Anything that is discriminatory in nature should not be permitted. It was suggested that this was the historical motivation behind some policies that state that the organization will not fly any special interest flags.

vi. *Oxford County Data – demographics*

Report on Experiences of Discrimination in Oxford County.pdf (welcometooxford.ca) was shared with the committee as information. The Committee provided the following comments:

- Discussion took place regarding the need to address anti-black racism – this is not currently represented well and should be part of the Inclusion Charter. Those of African and Indigenous decent experience racism at a higher rate than those that have lighter skin.
- Discrimination still exists locally in health care and social service support locally – these things need to be looked at. Policies surrounding supportive and geared-to-income housing is set up in a way to keep people from being able to prosper and to keep individuals oppressed (i.e., requirements in relation to limited savings). Family structures are not all the same anymore and people are living in different settings to get by right now. Supportive housing policies and requirements need to be looked at.
- There are further issues with access to technology for support – not everyone has access to this however processes have been digitized to be more efficient and require less resources. Some children face the same challenges in schools.

6. Next Steps

i. Public Education/Awareness

i. County of Oxford DEI webpage content (for discussion, input and consideration)

- *What messaging do we want to include?*
- *What is missing?*
- *Resources for local business?*
- *Training opportunity resources?*

Sample: [City of Stratford – Diversity, Equity and Inclusion](#)

Ayesha will be working through the DEI Action Plan and is currently working with County communications staff to develop content for the County's DEI webpage.

ii. Training Opportunities

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

RESOLVED that the meeting adjourn at 7:44 p.m. to meeting again at 5:30 p.m. on Monday, November 27th.

DISPOTISION: Motion Carried

DRAFT