

Diversity, Equity, and Inclusion (DEI) Action Coalition

April 28th, 2025

5:00 pm - 7:00 pm

Oxford County Administration Building (virtual)

Minutes

Members in Attendance: Joanna Mitchell, Pauline Janke, Amy McKague, Tami Murray, Patricia Marshall, Leila Abouzeeni

Regrets: Tajay Turner-Smith & Ephraim

Guests: Julie Middleton, Chelsea Martin

Staff Support: Ayesha Sajid (Oxford County) – staff support

- 1. Call the Meeting to Order (5:02 pm)**
- 2. Land Acknowledgement and Statement of Reconciliation** (Patricia Marshall)
- 3. Committee Member Check-In**
- 4. Approval of the Agenda for Monday, April 28th, 2025**
 - a. Moved by Patricia Marshall
 - b. Seconded by Leila Abouzeeni
- 5. Approval of the Minutes of Monday, March 24th, 2025**
 - a. Moved by Tami Murray
 - b. Seconded by Patricia Marshall
- 6. Discussion Items:**
 - I. One of Oxford County's Strategic Plan's goals is to have a Climate Action Plan. Chelsea Martin seeks the Coalition's members' perspectives on the effects of climate change on equity-seeking groups.
 - a. Chelsea presented how DEI and the Climate Action Plan intersect and are part of the early stages of the Plan.
 - b. How can this committee support? Looking for feedback from a DEI lens.
 - c. Lower-income housing, growing food-bearing trees/plants in these areas, helps with food insecurity, and flooding often happens in these homes due to vegetation removal. Using native plants, as this is their natural biome.

- d. This information is currently only available for Woodstock. It would be helpful to get similar information for other communities in the area.
 - e. Will there be an opportunity to have further conversations about this? Chelsea would like to present the Plan to the Committee again once she has a draft. An online survey will be distributed to the community on June 1st.
 - f. How is this information distributed to non-English speakers? Leila does not find that the Muslim community seeks out this information. Chelsea will take it away and think of strategies to do that.
 - g. Patricia suggested a storyboard walk as an educational opportunity.
 - h. Ensure we reach out to the rural populations, as we have one of the largest rural areas in SW Ontario – engage 4H clubs.
 - i. Infographic-type materials – Leila can send them out to Muslim groups. Can also arrange a presentation/activity at the mosque. Involve the kids.
 - j. Chelsea can share communication materials with Julie and Ayesha, who can assist with sharing the information.
 - k. Address misinformation and gaps.
- II. Discuss goals/priorities- Education & Awareness:
- DEI and Human Rights Postcard draft.
 - Page 1
 - i. Remove the word "human" from the Charter of Rights and Freedoms.
 - ii. The comms team will likely change graphics once the draft is submitted.
 - Page 2
 - i. Include sex in the definition
 - ii. Target audience – the public
 - iii. Tami – How does what is in the Charter connect with DEI? What is the action as a community?
 - iv. Leila – How are we going to implement this? How do we keep people accountable?
 - v. Pauline – We want to draw attention to the Charter, but focus on the Human Rights Code. Charter is constitutional law, but the Human Rights Code is mainly used to resolve and handle many cases.
 - vi. The goal is to correlate DEI and the Human Rights Code.
 - vii. QR code to link to resources to keep the content on the postcard concise.
 - viii. **Action:** Tami will take the information, condense everything discussed, and prepare a draft. Include UNDRIP to the resource list along with federal and provincial resources.
 - Update on the discussion with the Police.
 - i. Emails have been sent to Woodstock Police & OPP asking how the DEI Coalition can support the Police regarding the concerns shared by the community, and we are awaiting a response.

- 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?
 - i. **Action:** On the DEI Action Coalition Webpage, June will be recognized as Pride Month, along with a link to the Oxford Pride website.
 - 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.
 - i. In progress – can be updated as needed.
7. Update on DEI Action Coalition Webpage- Article of the Month & Unconscious Bias Questionnaire.
- Comms team is in the process of hiring, so things have been on hold
 - Send a DEI-related article to Ayesha for the "Article of the Month" – Coalition members can start to send ahead of time.
8. New Business:
- Discussion on a potential multi-cultural event in the future. Add to May agenda.
 - Oxford DEI table at Pride – Tami and Ayesha to discuss, Joanna/Julie available to assist.
9. Upcoming Events:
- MMIWG2S event, May 5th, 2025 – Museum Square – 4:30-6 pm
 - Pride Family Day, June 14th, 2025 – Museum Square – 11 am-5 pm
- 10. Next Meeting Date – May 26th, 2025, 5-7 pm**
- 11. Committee Member Check-out**
- 12. Adjournment (7:02 pm)**
- a. Moved by Patricia Marshall
 - b. Seconded by Amy McKague