

Diversity, Equity, and Inclusion (DEI) Action Coalition

May 26th, 2025

5:00 pm - 7:00 pm

Oxford County Administration Building (in-person/virtual)

Meeting Minutes

Members in Attendance: Joanna Mitchell, Pauline Janke, Patricia Marshall, Leila Abouzeeni, Tajay Turner-Smith, Ephraim Waura

Regrets: Amy McKague, Tami Murray,

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

1. Call the Meeting to Order (5:08 pm)

2. Land Acknowledgement and Statement of Reconciliation (Patricia Marshall)

3. Committee Member Check-In

4. Approval of the Agenda of Monday, May 26th, 2025

- i. Approved by Patricia Marshall
- ii. Seconded by Joanna Mitchell

5. Approval of the Minutes of Monday, April 28th, 2025

- i. Approved by Tajay Turner-Smith
- ii. Seconded by Patricia Marshall

Reminder:

At the beginning, Ayesha reminded the Coalition members that this is a diverse group of people with different backgrounds, values, experiences, and identities, making the group unique. This is a group of people with good intentions, and nobody doubts that. Therefore, Ayesha requested everyone to patiently listen to what the other person has to say and ask follow-up questions if something is unclear. We all agree to disagree. But, to support each other meaningfully and respectfully, there should also be a willingness to engage in a respectful dialogue and find a common ground, and this approach is what differentiates us, this group, from others.

6. Discussion Items:

- I. Discuss goals/priorities- Education & Awareness:
 - DEI and Human Rights Postcard draft
 - Draft is still in progress

- Have the comms team work up a mockup
- Update on the discussion with the Police
 - Sarah and Ayesha met with WPS – Rod Wilkinson suggested talking to the supervisor or filing a complaint with the Law Enforcement Complaint Agency (third party). Jamie Taylor (Inspector of Operations) will provide a list of training sessions, and Ayesha will follow up with him in the coming weeks. WPS staff will wear body cameras, and this initiative is rolling out. It will be helpful if there is a need to review staff's interaction with the public.
 - OPP emailed and also recommended making a complaint via LECA.
 - Pauline suggested inviting the Police to a meeting to have a conversation. The Committee has agreed to this.
- Oxford County table at Pride Family Day-June 14th
 - DEI Postcard is not yet ready
 - Handout – tips document on how to be inclusive in communication can be handed out to the public instead of the DEI Postcard.
 - Could order DEIA stickers on Amazon
 - Are there cards that link to the Safe and Well website with a QR code?
 - Could share a table with ISAN? – then could use the table for 2-5 pm
 - Oxford County give-a-ways?
 - Is there a County tent available to use?
 - Ayesha contacted Oxford County's library to learn how they collaborate and participate in having at such events.
 - DEI-relevant message from DEI Action Coalition Members
 - Considering all the facts, Ayesha will inform the Coalition members if they will go ahead and have a table at Pride Family Day.
 - Joanna, Julie, and Epihram have volunteered to assist Ayesha with the table and being present for the event.
- Potential Multi-Cultural Event
 - To be tabled in September for 2026 and should start planning and form a sub-committee in Sept 2025.
 - What are we modeling this on? Example KW Multi-Cultural event
 - What audience are we targeting? Is there an event/significant day we can connect the day with?
 - Is there a budget available?
 - Can start smaller in Museum Square, a one-day event
 - Invite groups to join the Committee, e.g., Muslim Association of Woodstock, Oxford Carribean Canadian Association, Oxford Pride, ISAN, etc.
 - Would there be a cost? Could be prohibitive
 - Combine with Summer Streetfest?

- **Action:** Laila will provide some costs for entertainment and food by Muslim vendors.
- 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 DEI Action Coalition page is to be utilized to recognize and provide resources on the following days:
 - Ongoing
 - Asian Heritage Month – May
 - Pride - June
 - Indigenous History Month – June
 - Truth and Reconciliation Day – Sept 30th (Orange Shirt Day)
 - Islamic Heritage Month - October
 - Link to information
 - Patricia has already sent a list of important Indigenous days to
Action: Ayesha will share the list with the Committee.
- 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.
 - Please complete the Canadian Index of Health and Well-being Survey, and this Survey can also be handed out at Pride.
- II. Update on the DEI Action Coalition Webpage- Article of the Month & Unconscious Bias Questionnaire have been posted on the web page.
 - a. Please review and provide suggestions
 - b. <https://safewelloxford.ca/action-coalitions/dei-diversity-equity-and-inclusion-action-coalition/>
- III. Other Business:
 - a. No meetings in July, August, and December
 - b. Asking Coalition members to make an effort to attend the June meeting, as we will be off for 2 months
 - c. Norwich is still outstanding on the Inclusion Charter endorsement
 - d. DEI Action Coalition on Sept 30th at the Truth and Reconciliation event in Ingersoll
 - i. Patricia will further confirm the details of the two events in Sept: the 2nd Annual Ceremony at Pittock Conservation Area at 7 am on Sept 30th and the 5th Annual March for Truth and Reconciliation from 6-8 pm in Ingersoll.

7. Next Meeting Date – June 23, 2025 5-7pm, in person

8. Committee Member Check-out

9. Adjournment (6:47 pm)

- i. Approved by Joanna Mitchell
- ii. Seconded by Pauline Janke