

i. Draft DEI Rubric and Self-Assessment Tool (for comments and input) – attached

Ayesha presented the DEI Self-Assessment Tool and explained that it has been designed to be in alignment with the Inclusion Charter which was approved by the Safe and Well Oxford Steering Committee at their meeting this morning. The final version of the Inclusion Charter will be circulated to area municipalities for their support and endorsement.

Tami Murray provided the Committee with an explanation in relation to the use of the assessment tool by area municipalities and how this will assist organizations measure their level of success and implementation of the Inclusion Charter for Oxford.

Committee members shared the following comments:

- Suggest another level be added from three to four levels – “no or none” and “little to no”, or “limited understanding”;
- It was suggested that some examples (i.e. “such as...”) of compliance and success be added to meet each level. Anti-racist and anti-oppressive work is what the committee is looking for;
- Job requirements - consider including institutional barriers, addressing biases, challenging power and privilege, centering marginalized voices, championing system changes or discrimination in policies and practices;
- Job requirements and hiring – need to be engaged in these practices. Identify of the organization – how do you attract and retain people of diverse backgrounds to the organization and ensure that they are not in an environment that is racist, oppressive and toxic;
- Discussion took place regarding the possibility of adding an appendix to the document to provide examples of success at each level. Just a few examples within each level may be all that is needed. Want to keep it easy to read, follow and understand. Too many examples may interfere with ownership and individual interpretation and new initiatives;
- Basic, Working, Progressing and Advancing; and
- The Committee discussed establishing a working group – Tajay and Tami stated that they would assist with examples to include.

ii. Proposed By-law re: Protests (Tami Murray) – attached

Tami provided an update to the Committee regarding a proposed by-law that she brought forward to County Council for consideration. She advised that this has been referred to the Safe and Well Oxford Steering Committee for further consideration and review. Clerk Julie Middleton comments on some concerns from area municipalities in relation to jurisdiction and availability of by-law enforcement resources. She advised the Committee that she spoke with representatives of the Ontario Provincial Police (Tracey Lacarte and John Heene) a few weeks ago and they asked to be notified of upcoming events to put a proactive response plan in place.

* *Tajay and Amy left the meeting at 6:55 p.m. No quorum.*

iii. *2024 Work Plan (discussion/brainstorming goals and specific priorities for 2024)*

- The Committee discussed the need for training and general education and public awareness campaign in relation to DEI. This aligns with goals and objectives of the Safe and Well Oxford Plan.
- It was noted that Osgoode Hall offers a training opportunity that may be beneficial to senior leaders within the County. A mandatory commitment to training for staff and council was suggested.
- Homewood Health also offers training on the topics – it was suggested that training is required in relation to intersectionality, marginalized voices, addressing biases, systemic practices, anti-racism and anti-oppressive. Pauline comments that she would like to see the skeleton (content) of the course offered by Homewood Health.
- Public education and communication campaigns to help educate and make progress locally. Campaign around key terms noted above would be beneficial – who can assist develop the content of the communications? This may be a good opportunity for a working group.

7. Next Meeting Date – Monday, June 24th at 5:30 p.m. (TBD)

8. Adjournment (7:29 p.m.)

Resolution No. 3 Moved By Pauline Janke
 Seconded By Joanna Mitchell

RESOLVED that the DEI Action Coalition meeting adjourn at 7:29 p.m.

DISPOSITION: Motion Carried