



Seconded By Pauline Janke

RESOLVED that the DEI Action Coalition approve the Monday, April 29<sup>th</sup>, 2024 meeting minutes as presented.

DISPOTISION: Motion Carried

## 6. Discussion Items

### *i.* Draft DEI Rubric and Self-Assessment Tool (for comments and input)

The Committee reviewed and provided comment on the updated DEI Rubric as follows. Ayesha has reviewed and expanded on the content as was contained in the original draft circulated to the Committee:

- Education and Awareness – Neighbours, Friends and Families and Make It Our Business Training (recognize, respond and refer – free online gender-based violence training). Safer Spaces Training. Braver Spaces Training – be yourself, be respected and safe in the same environment.
- Support development of indigenous programming, services and cultural access. Create access and support awareness of cultural sensitivity with collaboration and consultation with indigenous community members.
- Consider platform so that other members can add and track changes to the document. Microsoft Office share feature.
- Thoughts around some of the language used in the document – like to see ‘anti-racism’ and ‘anti-oppression’ language used more strongly throughout the document.
- Thoughts in relation to accessibility and terminology used in the document – preface may be needed to the rubric to describe what is being said. Part of the rubric is about usability – need for preface, key terms/glossary – anti-oppression, anti-racism, transphobia, homophobia.
- ‘Corporation’ is exclusive of organization.
- Ayesha will complete the draft document and share as a Google document for the Committee to make final comments. It was suggested that a glossary of terms be added.
- Ayesha shared the final draft version of the Inclusion Charter for Oxford with the Committee. Members of the Committee expressed disappointment in the fact that they were not consulted with during

the final design process of the Inclusion Charter for Oxford. The graphics and photos included within the document do not reflect the diversity within the community. The photos do not appear to be 'organic' or diverse. It was noted that there was a lack of understanding in relation to the expectations of the committee when it came consultation at this stage of the project. This is a gap that needs to be bridged – Julie and Ayesha will share this feedback with the Safe and Well Oxford Steering Committee. The Committee would like to be consulted with when it comes to visual communications prepared on behalf of the Committee moving forward.

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

*i.* [Diversity, Equity, and Inclusion Action Plan 2023–2027 \(niagararegion.ca\)](#) – SAMPLE

- Discussion took place about Safe and Well Oxford DEI webpage and content that would be included on it;
- Communication and public education and awareness – glossary of terms, training, sample policies; and
- Asked Committee members to review the sample Action Plan from Niagara Region to give some thought and have discussion regarding a DEI Action Plan for Oxford.

*iii.* Public Participation at DEI Action Coalition Meetings

- Consider Annual General Meeting for the public.
- Committee falls within County rules of procedure. Members of the public need to register to speak to various topics. Public participation is limited to observation unless a registered delegation or specific public meeting for comment and input.
- Importance of transparency and inclusion.
- Sometimes there is risk of group think, sometimes having other perspective is valuable to the work of the Committee.
- Something for the committee to be mindful of – use opportunities and other available resources to get community feedback when needed for various projects (i.e. social media, open houses, etc.).
- Ingersoll DEI Open House is taking place Wednesday, May 29<sup>th</sup> at the Evergreen Cafe (information is available online).

**7. Next Meeting Date – Monday, June 24<sup>th</sup> at 5:00 p.m.**

**8. Committee Member Check-out – Round Table**

## 9. Adjournment

Resolution No. 3

Moved By Tami Murray  
Seconded By Joanna Mitchell

RESOLVED that the DEI Action Coalition meeting adjourn at 6:29 p.m.

DISPOSITION: Motion Carried

DRAFT