



**Office of the CAO  
Innovation and Transformation Branch**

**Date:** January, 26 2022  
**To:** Community Diversity Equity and Inclusion Committee (CDEIC)  
**From:** Vanessa Abban, Diversity, Equity and Inclusion Officer  
**Re:** City Staff Update

I respectfully submit the following update to the CDEIC on key aspects related to Diversity, Equity and Inclusion in Oshawa:

**1. Recruitment of the Diversity and Inclusion Officer**

- Vanessa Abban was hired as the Diversity, Equity and Inclusion Officer in January 2022.

**2. Black History Month**

- The City is once again highlighting Black-owned businesses in Oshawa in celebration of Black History Month.
- If CDEIC members are aware of Black-owned businesses that may want to participate, they can direct them to [business@oshawa.ca](mailto:business@oshawa.ca) for more information.

**3. Revising City's Land Acknowledgement and considering signage in Anishinaabemowin**

- City staff are researching potential edits to the City's current land acknowledgement statement.
- Engagement on the new land acknowledgement will include consultation with Indigenous communities. CDEIC members will have a chance to review and provide feedback during the April meeting.
- Staff have also been directed by City Council to investigate the feasibility of, where possible, amending the signage of landmark facilities to include Anishinaabemowin wording, in consultation with local First Nation communities.

**4. Planning for the Orange Crosswalk**

- City Council also directed staff to install an Orange Crosswalk in the city in commemoration of the Indigenous children who endured the residential school system, their families, and their communities.
- Consultations will be facilitated with the Mississaugas of Scugog Island First Nation, the Oshawa and Durham Region Metis Council, Bawaajigewan Aboriginal Community Circle, the CDEIC, and other relevant stakeholders in Q1 of 2022.
- Bev, Daniel and Donald have volunteered to participate in a small group to help plan this. Meeting will be set up shortly.

## **5. Potential re-naming of Bagot Street**

- CDEIC members have developed a draft letter that will be shared with the Mayor once finalized.

## **6. 2022 Business Plan & Budget**

- City Council approved the 2022 Business Plan and Budget in December. As part of the budget, Council approved a Full-time position – “Indigenous Relations Coordinator” with budget to start mid-year. Julie is currently conducting research with other municipalities who have Indigenous Relations Offices. This item will be on the February meeting agenda for feedback and input from the CDEIC.
- The following items were approved as part of the 2022 Business Plan related to Diversity, Equity and Inclusion:
  - Provide support to the Community Diversity, Equity and Inclusion Committee
  - Investigate, propose and initiate a process to develop a Reconciliation Strategy and Action Plan in response to the Truth and Reconciliation Commission Calls to Action
  - Continue to deliver anti-racism training to Council members and City staff
  - Deliver Indigenous Cultural Training to Council members and City staff
  - Development of an Action Plan in response to the recommendations in the 2020 Employee Census