

# Oshawa Community Diversity Equity & Inclusion Committee

**Meeting Date:** Wednesday, February 22, 2023  
**Meeting Time:** 7:00 P.M. to 9:00 P.M.  
**Location:** Virtual Meeting via Webex

**Present:** Shakonikhri:yosta Daniel Crosmas (chair), Mary Baddam, Uzma Danish, Lincoln Edwards, Beverly Fiddler, Davaun Francis, Donald Igbokwe, Mariia Pitola, Don Shields.

**Staff:** Katie Namek and Vanessa Abban

## Agenda:

### 1. Welcome & Land Acknowledgement

- The City of Oshawa's land acknowledgement was delivered by CDEIC Chair, Shakonikhri:yosta Daniel Crosmas.

### 2. Approval of Agenda

- Members noted an error on the agenda - Item 3 was listed as "Approval of November Meeting Notes."
- Donald put forward a proposal to amend Item 3 to read "Approval of January Meeting Notes."
- Members unanimously agreed to approve the agenda as amended.

### 3. Approval of January Meeting Notes

- Members unanimously agreed to approve the

### 4. City Update

#### 4.1. Welcome & Introductions to Vanessa Abban, DEI Officer

- Members welcomed Vanessa Abban, the permanent DEI Officer for the City of Oshawa, to the meeting.
- Vanessa returned to the position of DEI Officer in February and will be resuming her role as staff support for the CDEIC.
- Katie Namek, the City's Interim DEI Officer, will remain with the City of Oshawa for the duration of her contract and will continue as the primary contact and staff support for the CDEIC until further notice.

#### 4.2. Special Council Meeting – May 31, 2023

- Members were informed that May 31, 2023 has been chosen as the date for the annual Special Council Meeting on Accessibility and DEI.

#### 4.3. Upcoming Programming and Events

- Staff shared details about upcoming programming for Black History Month and International Women's Day.
- On February 27, 2023 City Council will proclaim February as Black History Month in the City of Oshawa and hear a delegation from Dr. Leroy Clarke regarding the significance of Black History Month.
- The City of Oshawa is partnering with the Region of Durham and others on an event in recognition of International Women's Day on March 7, 2023. The celebration will feature keynote speaker Paulette Senior, CEO of the Canadian Women's Foundation, a panel discussion with empowered, inspiring women and a business trade show with local Durham Region women in business.

- CDEIC members were invited to attend both events.

## **5. Review of CDEIC Applications**

- At the January meeting of the CDEIC, members agreed to review applications from prospective members to fill existing vacancies on the committee.
- Staff received applications from two community members, which were shared with CDEIC members for their consideration.
- A member expressed concerns about the perceived homogeneity of lived experiences on the committee.
- It was suggested that further outreach be done to better reach communities not already represented on the committee.
- Members could not reach consensus on whether to consider the candidates before them or to defer until more applications were received. A decision was made by vote with 8 in favour of considering the applications received and 1 against.
- The committee discussed Candidate 1, but could not come to a consensus on how to proceed. A decision was made by vote with 5 members agreeing to accept Applicant 1 to the CDEIC and 4 voting to move forward with an interview of Applicant 1.
- The membership of Candidate 1 was approved by majority vote.
- Some members voiced concerns about this decision (to move forward without an interview) arguing that all members should have to follow the same process for membership.
- The committee discussed Candidates 2 and members agreed to accept their application for membership.
- It was agreed that the terms of the newly appointed members would begin immediately and end in September 2024 (as outlined in the Terms of Reference).
- City staff informed members that they were reviewing the recruitment and selection process for new members. Staff are aiming to have a new process in place ahead of the summer recruitment drive and will bring a draft to CDEIC members for comment in the upcoming months.
- One member suggested that staff should also consider a process for transitioning members off the committee when their terms are coming to an end.

## **6. Open Discussion and Goal Setting**

- With insufficient time left in the meeting to address this item, it was suggested that Goal Setting be moved to the top of the agenda for the March meeting.

## **7. Adjournment**