

Diversity, Equity, and Inclusion (DEI) Action Coalition

September 22, 2025

5:00 pm - 7:00 pm

Virtual

Meeting Minutes

Members in Attendance: Joanna Mitchell, Amy McKague, Pauline Janke, Tami Murray, Ephraim Mwaura

Regrets: Patricia Marshall, Leila Abouzeeni, Tajay Turner-Smith

Staff Support: Ayesha Sajid (Oxford County)

Guest: Nabiha Chowdhury (Strategy Corp-Safe and Well Oxford Plan)

- 1. Call the Meeting to Order (5:05 pm)**
- 2. Land Acknowledgement and Statement of Reconciliation (Ayesha)**
- 3. Committee Member Check-In**
- 4. Approval of the Agenda of Monday, Sept 22nd, 2025**
 - Approved by Tami Murray
 - Seconded by Pauline Janke
- 5. Approval of the Minutes of Monday, June 23rd, 2025**
 - Approved by Tami Murray
 - Seconded by Pauline Janke
- 6. Discussion Items:**
 - Discussion with Strategy Corp (Community Safety & Well-Being Plan).
 - The team shared their feedback with Nabiha regarding updates to the Safe and Well Oxford plan.
 - Discuss goals/priorities- Education & Awareness:
 - DEI and Human Rights Postcard draft. The following feedback was provided:
 - Clarify minority groups
 - Add Black History Month and Indigenous History Month. Additionally, consider adding events such as Christmas and Easter.
 - Remove the word “invited” as they don’t need to be invited
 - Add links for Black and Indigenous legislation
 - Make web links accessible, i.e., print out the web link/QR code
 - The Ontario Human Rights website would be a priority for the QR code
 - Motion to approve the draft for submission to the Communication Department for development. Moved by Tami and seconded by Amy.
 - Update on the discussion with the Police.
 - Looking to have DEI/community officers attend in October
 - Potential multi-cultural event, or initiatives/goals for 2026.

- 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 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.
 - A memorial display at OCAB- The Long Road Back: Bringing Percy Home
 - https://www.oxfordcounty.ca/news/posts/new-memorial-display-reflects-on-oxford-county-s-connection-to-the-legacy-of-residential-schools/?fbclid=IwY2xjawMw_ypleHRuA2FlbQIxMABicmlkETFjMINETDZBTm5mTINnTmhHAR6K1SMGD63pFxrRILw2Aw_QHABUx-Li8hcr3Z-SJDt-yqrswjlzrQiTZX6sbg_aem_9b7duRaKsY9U4ILEIJpO-Q
 - Update on the DEI Action Coalition Webpage- Article of the Month.
 - Suggesting bi-monthly or quarterly? Try bi-monthly first
 - Can we connect with the museum, library, and art gallery to share information?
7. **Next Meeting Date – October 20, 2025, 5-7 pm**
8. **Committee Member Check-out**
9. **Adjournment (6:57 pm)**
- a. Approved by Tami Murray
 - b. Seconded by Amy McKague