



THE REGIONAL MUNICIPALITY OF PEEL
DIVERSITY, EQUITY AND ANTI-RACISM COMMITTEE
MINUTES

Members Present:	T. Awuni D. Damerla R. Deo J. Downey	N. Iannicca R. Rokerya R. Santos
Members Absent:	G.S. Dhillon J. Kovac	S. McFadden
Staff Present	N. Polsinelli, Interim Chief Administrative Officer S. Baird, Commissioner of Digital and Information Services A. Adams, Acting Commissioner of Corporate Services S. VanOfwegen, Commissioner of Finance and Chief Financial Officer P. O'Connor, Regional Solicitor A. Farr, Acting Commissioner of Public Works	J. Hastings, Acting Commissioner of Human Services C. Granger, Acting Commissioner of Health Services A. Macintyre, Deputy Clerk and Manager of Legislative Services J. Jones, Committee Clerk S. MacGregor, Legislative Assistant

1. CALL TO ORDER

The Region of Peel Diversity, Equity and Anti-Racism Committee met on March 5, 2020 at 9:37 a.m., in the Regional Council Chamber, 5th Floor, Regional Administrative Headquarters, 10 Peel Centre Drive, Suite A, Brampton, ON.

2. DECLARATIONS OF CONFLICTS OF INTEREST

Nil

3. APPROVAL OF AGENDA

RECOMMENDATION:

That the agenda for the March 5, 2020 Diversity, Equity and Anti-Racism Committee meeting be approved.

4. DELEGATIONS

Nil

5. REPORTS

5.1 Indigenous Land Acknowledgement

(Deferred from the November 7, 2019 Diversity, Equity and Anti-Racism Committee Meeting, due to lack of quorum) (Dealt with at the December 12, 2019 Regional Council Meeting)

This item was dealt with at the December 12, 2019 Regional Council meeting

5.2 Culture Strategy and Diversity and Inclusion Strategy Development

(For information) **(Deferred from the November 7, 2019 Diversity, Equity and Anti-Racism Committee Meeting, due to lack of quorum) (WITHDRAWN)**
(Related to 5.3)

Withdrawn

5.3 Revised Culture Strategy and Diversity and Inclusion Strategy Development

(For information) (Related to 5.2)
Presentation by Juliet Jackson, Director, Office of Culture & Inclusion

Received

Councillor Damerla arrived at 9:41 a.m.

Juliet Jackson, Director, Office of Culture and Inclusion, provided an overview of the revised Culture Strategy outlining the implementation and alignment with the Region's 20-year Strategic Plan, Corporate Social Responsibility Strategy, Psychological Health and Well-Being Strategy and the Diverse and Inclusive Workplace priorities. She provided an overview of the Diversity and Inclusion Strategy noting that key development inputs will include the 2020 Workforce Census and Employment Systems Review.

In response to a question from Councillor Santos regarding bystander training, Juliet Jackson noted that decisions, such as staff training, will be considered subsequent to the collection of empirical data and the review of organizational systemic issues.

In response to a request from Councillor Santos to consider Council's domestic violence motion (Resolution 2020-84), Juliet Jackson noted that staff will work with various community groups to address safety issues.

In response to a question from Regional Chair Iannicca regarding the collection of data and establishment of policies and procedures, Juliet Jackson stated that data collected in 2020 will be used to substantiate the current state of the organization; and that recommendations brought to the Committee and Council will seek to ensure the psychological health and well-being of everyone is paramount and preserved during the process.

In response to a question from Councillor Damerla regarding the tracking of staff statistics, Juliet Jackson noted that age and sex are currently tracked and that

the 2020 Workforce Census will provide the first opportunity to track additional information; which will be collected from staff on a voluntary basis.

Councillor Damerla requested that data presented to Council be provided in yearly segments to allow for trending analysis.

5.4 2020 Diversity, Equity and Anti-Racism Committee Work Plan

RECOMMENDATION:

That the work plan, attached as Appendix I to the report of the Commissioner of Corporate Services, titled "2020 Diversity, Equity and Anti-Racism Committee Work Plan", be approved.

5.5 Peel Pride Resolution: Support for Peel Pride

RECOMMENDATION:

That the Pride Resolution 2019-712 approved by Regional Council on July 11, 2019 be rescinded and substituted with the following:

"Whereas, the Region of Peel recognizes Pride Month in July and is a supporter of 2SLGBTQ+ communities;

And whereas, symbols of Pride are a reflection of the diversity in the Region of Peel;

Therefore be it resolved, that the Region of Peel raise the rainbow flag annually for the month of July in recognition of Peel Pride;

And further, that the Region of Peel allocate funds on an annual basis, up to a maximum of \$25,000, between the Cities of Brampton and Mississauga and the Town of Caledon with each receiving up to one third of the funds;

And further, that the funds be applied toward visible demonstrations of Pride across the Region as determined through consultation with the communities and staff of each respective municipality;

And further, that visible demonstrations may include but are not limited to flags, murals and crosswalks;

And further, that funds will not be used for entertainment or event purposes."

6. COMMUNICATIONS

6.1 Rodel Imbarlina-Ramos, Director, Peel Newcomer Strategy Group

Letter dated October 28, 2019, Providing a Copy of the Peel Newcomer Strategy Group's 2019 Report on Peel Newcomers (Receipt recommended) **(Deferred from the November 7, 2019 Diversity, Equity and Anti-Racism Committee Meeting, due to lack of quorum)**

Received

In response to a question from Councillor Santos regarding the temporary housing of refugees at an establishment, in Brampton, Ward 1, known for human trafficking behavior, Juliet Jackson, Director, Office of Culture and Inclusion, stated that the information will be taken under consideration by staff.

7. IN CAMERA MATTERS

Nil

8. OTHER BUSINESS

Nil

9. NEXT MEETING

The next meeting of the Diversity, Equity and Anti-Racism Committee is scheduled for June 18, 2020 at 9:30 a.m. to 11:00 a.m. in the Council Chamber, 5th floor, Regional Administrative Headquarters, Suite A, 10 Peel Centre Drive, Brampton, Ontario.

Please forward regrets to Jill Jones, Committee Clerk, at (905) 791-7800 ext. 4330 or at jill.jones@peelregion.ca.

10. ADJOURNMENT

The meeting adjourned at 10:13 a.m.