



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

Meeting #: DEAR-3/2020
Date: Thursday, September 3, 2020
Time: 1:30 PM - 3:00 PM
Location: Council Chamber, 5th Floor
Regional Administrative Headquarters
10 Peel Centre Drive, Suite A
Brampton, Ontario

Members: T. Awuni, D. Damerla, R. Deo, G.S. Dhillon, J. Downey (Chair), N. Iannicca, J. Kovac, S. McFadden, R. Rokerya, R. Santos (Vice-Chair)

Due to the efforts to contain the spread of COVID-19 there will be no public access to the Council Chamber. The meeting will be live streamed on <http://www.peelregion.ca/>.

1. CALL TO ORDER
2. DECLARATIONS OF CONFLICTS OF INTEREST
3. APPROVAL OF AGENDA
4. DELEGATIONS
5. REPORTS
 - 5.1 Region of Peel Anti-Black Racism Update
(For information)
Presentation by Juliet Jackson, Director, Culture and Inclusion
6. COMMUNICATIONS
7. OTHER BUSINESS
8. IN CAMERA MATTERS

9. NEXT MEETING

Thursday, October 15, 2020

9:30 a.m. – 11:00 a.m.

Council Chamber, 5th Floor

Regional Administrative Headquarters

10 Peel Centre Drive, Suite A

Brampton, Ontario

10. ADJOURNMENT

For Information

REPORT TITLE: Region of Peel Anti-Black Racism Update

FROM: Kathryn Lockyer, Interim Commissioner of Corporate Services

OBJECTIVE

To provide an update to the Diversity, Equity and Anti-Racism Committee on the progress the Region has made in response to the Anti-Black Racism motion passed by Regional Council on June 11, 2020.

REPORT HIGHLIGHTS

- On June 11, 2020, Regional Council declared Anti-Black Racism a crisis in the Region of Peel and passed a motion relating to Anti-Black Racism to renew its commitment to building a *Community for Life*.
 - There are four specific calls to action outlined in the Council Motion to combat inequities for the Black community and other marginalized groups.
 - Several activities to address anti-racism and systemic discrimination are under way (e.g. COVID-19 race and occupation data collection, Community Safety and Well-being Plan, Workforce Census, Courageous Conversation series, Collaboration with local municipalities).
 - On July 9, 2020, Regional Council passed resolution 2020-566 - Recommendations for the Effective Implementation of Calls to Action to Combat Racial Injustice – coming from a communication item on the agenda from the Black Community Action Network of Peel (BCAN) at the June 18, 2020 Diversity, Equity and Anti-Racism (DEAR) Committee meeting.
 - Regular updates on work aimed at removing systemic barriers and anti-racism to enable equitable outcomes for the Region's community and workforce will be provided to the DEAR Committee.
-

DISCUSSION

1. Background

On June 11, 2020, Regional Council passed a motion that recognizes Anti-Black Racism as a crisis in the Region of Peel and commits to addressing systemic racism that results in inequities for the Black community and other marginalized groups (see Appendix I for full Council Motion).

On July 9, 2020, Regional Council passed resolution 2020-566 - Recommendations for the Effective Implementation of Calls to Action to Combat Racial Injustice – a communication item on the agenda from the Black Community Action Network of Peel (BCAN) at the June 18 Diversity, Equity and Anti-Racism (DEAR) Committee meeting (Appendix II).

Region of Peel Anti-Black Racism Update

On July 9, 2020, Regional Council passed resolution 2020-559 regarding Equity and Equity Based Approaches to Further Understand and Create Impact for Equity Seeking Groups Across Peel (Appendix III).

A number of activities have been initiated to address anti-racism and systemic discrimination. Many of the activities respond to the actions outlined in the recent Council resolutions.

2. Findings

The following key actions were outlined in the recent Council resolutions and will form the foundation of staff updates to Council:

- *engage Black communities to address racial inequities related to COVID 19*
- *provide funding to mental health/housing/harm reduction programming to support marginalized groups including the Black community through Peel funded programs*
- *ensure Black led/Black serving social agencies in Peel are funded equitably through the Regional funding mechanisms*
- *request that the local municipalities collaborate with the Region to carry out anti-racism public education*
- *collect equity-based data with respect to the characteristics of program users and make the data available to community organizations working to address equity matters and support the creation of targeted interventions and preventative programs that can safeguard communities from crisis driven programming.*
- *Invest in organizational transformation and an intentional, deliberate focus on equity*
- *Review Regional policies, procedures and practices through an integrated Anti-Racism lens, including a component on Anti-Black racism;*
- *Provide those tasked with the responsibility of leading this work with the support and authority to make change happen*

a) Engaging Black communities to address racial inequities related to COVID-19

i) **Peel Public Health's Health Equity Strategy**

- Peel Public Health is currently collecting race and occupation-based data on COVID-19 cases which have highlighted a disproportionate representation of cases among race categories, including South Asian, Black and Latino (based on data between April and July 2020).
- Peel Public Health is using these data as a starting point for discussion with community partners to inform future COVID-19 response planning and communication.
- Upcoming community engagement efforts to better understand health disparities for COVID-19.

ii) **Community Safety and Well-Being Plan**

- Staff leading the Community Safety and Well-Being Plan (CWSB) are currently planning for continued community engagement about systemic discrimination. This presents an opportunity to align ongoing engagements with Anti-Black racism objectives. Staff will include proposed funding in the 2021 budget submission to further these initiatives.

Region of Peel Anti-Black Racism Update

iii) *Local Partnerships*

- The Region is working with the City of Brampton, City of Mississauga and Town of Caledon to build a collaborative approach to municipal consultations with Peel's Black communities as well as other diverse segments of Peel's population.
- The Region will support engagement and consultation with the Black community through the Community Response Table (CRT), Community Investment Program funded agencies and other collaborative tables including the Peel Poverty Reduction Committee.
- The Community Response Table (CRT) is comprised of approximately 90 social service agencies who have collectively decided to focus their efforts on anti-racism and systemic discrimination. This group is in the process of re-defining their mandate to focus on systemic change, advocacy in the areas of policing and education, as well as other anti-racism efforts.

b) **Providing funding to mental health/housing/harm reduction programming to support marginalized groups including the Black community through Peel funded programs**

- The Region is working on incorporating an equity approach/lens into the housing services delivery model. Updates will be provided as this work progresses.
- Many programs related to mental health and harm reduction fall under provincial jurisdiction. There is opportunity for Regional Council to advocate to the provincial government for changes in these areas.

c) **Ensuring Black led/Black serving social agencies in Peel are funded equitably through Regional funding mechanisms**

- Applications for the 2020 Community Investment Capacity Fund and Change Fund include priority and outcome alignment criteria to support Black communities to:
 - address racial inequities
 - address systemic discrimination and racial inequities related to COVID19
 - support the development of policies and programs that address inequities in the Black community, Indigenous community, People of Colour and other marginalized and equity seeking groups

Agencies will need to demonstrate alignment to related priorities and/or outcomes in their projects in order to become eligible for funding.

- An equity lens with a focus on managing funding allocations is being piloted to assist with decision-making related to organizations funded through these programs.

d) **Requesting that the local municipalities collaborate with the Region to carry out anti-racism public education**

- The Peel Art Museum + Archives (PAMA) has several activities directed at public education through exhibits and collections that focus on embracing the unique diversity in Peel, including LGBTQ2S+, the Black Canadian community and Indigenous communities.
- PAMA in partnership with The Diversity Round Table and two Co-Curators/Community Leadership Program Ambassadors, have launched a new virtual exhibition called Art Voice! This exhibition showcases youth voices from the Region of Peel expressing themselves through various mediums and offering their unique perspectives. The artists submitted work about home, isolation, struggles with mental health, image and racism, the changing environment, beauty found in nature and everyday life. Their creative expressions reflect the reality of their lives.

Region of Peel Anti-Black Racism Update

- Discussions have begun about working through PAMA to host an Anti-Racism panel discussion later this year.
- In partnership with the local municipalities and Marketing and Communications, collaborate on public-facing anti-racism education initiatives. This includes but is not limited to:
 - A Diversity, Equity and Inclusion page on the Region's external website
 - Street naming/monuments conventions
 - Education on the history and life experience of the Black Canadian community, Indigenous community and other marginalized groups
 - Education on diversity, equity, inclusion

3. Internal Activities

There are numerous Regional workforce focused activities addressing Anti-Black Racism and systemic discrimination planned and in progress. These include:

a) Courageous Conversations with the Executive Leadership Team

- i) In June 2020, the *Courageous Conversations Series* with the Region's senior leadership was introduced to provide a safe place for Regional staff to increase understanding about
 - i. the lived experiences of racialized and marginalized groups and the impact of these experiences
 - ii. to identify barriers and opportunities to create a diverse and inclusive workplace
 - iii. to provide information and recommendations to address Anti-Racism and Systemic Discrimination in the workplace
 - iv. to provide information to inform the Region's Diversity, Equity and Inclusion strategy and action plans
- ii) The conversation series started with a focus on anti-Black racism and listening to the Region's Black employees. Moving forward, Courageous Conversations will cover different dimensions of diversity (e.g. Indigenous racism, LGBTQ2S+) and will be open to all staff across the organization.
- iii) Themes resulting from these conversations have been documented and identified to inform action planning. Opportunities for action are:
 - Mandatory training on Anti-Racism and Systemic Discrimination
 - Embedding Equity approaches to recruitment and promotion practices
 - Clarify and establish accountability frameworks for people leaders to create a safe work environment for all staff
 - Review existing policies, processes and practices to increase equity for staff

b) Workforce Census

The Region is working with a vendor to conduct its first workforce census survey this Fall. Collecting demographic data on Regional staff will help the organization understand the make-up of its workforce and establish diversity goals. The workforce census will be implemented in October/November 2020. Further updates will be provided to the DEAR Committee throughout the year.

Region of Peel Anti-Black Racism Update

c) Employment Systems Review

An Employment Systems Review examining policies, practices and systems related to hiring, pay and promotion is planned for early 2021. The intent of this review is to identify systemic barriers that may lead to inequities for employees.

d) Learning and Development

A Diversity, Equity and Inclusion learning framework is being developed in partnership with Human Resources Learning and Development to meet focused education and learning outcomes across the organization. This framework will include compulsory training as well as self-directed training and cover various topics such as unconscious bias, Indigenous culture and history, how to be an ally, anti-racism and systemic discrimination. Various tactics will be developed and deployed to facilitate this learning throughout the organization.

To date, the approach to learning on these subjects has been aligned to various program mandates. For example,

- Public Health has trained staff on Indigenous Cultural Safety and servicing LGBTQ2S+ clients in an inclusive manner.
- Corporately, since 2018 (up until COVID-19) the organization hosted 3 Speaker Series events per year which were open to all staff on relevant topics such as equity, equality and privilege.
- Long Term Care hosts various celebrations of diversity, highlighting different cultures, sharing history, traditions, and food.

e) Communications

Staff have received numerous communications and opportunities to engage in discussion about the Region's approach to addressing anti-black racism and systemic discrimination. These include:

- all-staff emails from the Interim CAO,
- all-staff emails from the Office of Culture and Inclusion,
- Leadership Unplugged sessions called '*What do I say?*' (mentoring for leaders), and
- presentations and discussions at department and division levels.

NEXT STEPS

The Region will continue to move forward with its current activities to address systemic discrimination and anti-racism. The Region will continue to leverage partnerships and community tables to advance this work and collaborate with the local municipalities to ensure a strategic, intentional and action-focused plan that creates an inclusive community for all residents in Peel. A comprehensive plan will be shared with the DEAR committee in the New Year to provide greater clarity on timelines, financial implication and anticipated outcomes going forward.

Region of Peel Anti-Black Racism Update

RISK CONSIDERATIONS

Through its decisions to adopt the July 9, 2020 resolutions, Council has recognized the principle that we have a responsibility to do better for our community and for each other. To successfully achieve a Community for Life in Peel where everyone enjoys a sense of belonging and access to the programs and services they need, it is important that appropriate efforts, funding, resources and investments are allocated to address anti-racism, systemic discrimination, diversity, equity and inclusion.

FINANCIAL CONSIDERATIONS

While it is premature to determine specifics, we know that costs will be incurred for education and training, building leadership capacity and potentially for hiring an external consultant to assist with equity initiatives. Future budgets will propose resources required to carry out this work plan.

APPENDICES

Appendix I – Anti-Black Racism Council Motion

Appendix II – BCAN Letter dated June 18, 2020, Providing Recommendations for the Effective Implementation of Calls to Action to Combat Racial Injustice

Appendix III – Resolution 2020-559

For further information regarding this report, please contact Juliet Jackson, Director, Culture & Inclusion, Ext. 6741, Juliet.jackson@peelregion.ca.

Authored By: Melissa Magder, Advisor of Strategic Initiatives and Sharon Navarro, Program Specialist, Culture & Inclusion

Reviewed and/or approved in workflow by:

Department Commissioner and Division Director.

Final approval is by the Chief Administrative Officer.



N. Polsinelli, Interim Chief Administrative Officer

Agenda Number: 22.3
Date: June 11, 2020

Moved by Councillor Downey
Seconded by Councillor Thompson

Whereas the Region of Peel is comprised of diverse communities within the Cities of Brampton and Mississauga and the Town of Caledon;

And whereas, approximately 50 per cent of the Region of Peel's population identifies themselves as a member of a visible minority group, which is more than three times the national average and more than double the Ontario average;

And whereas, anti-Black racism is a historic, pervasive and systemic issue in our cities, towns and Regions;

And whereas, anti-Black racism is experienced within institutions and contributes to higher rates of precarious employment and unemployment, significant poverty, and overrepresentation in the criminal justice, mental health and child welfare systems;

And whereas, the Minister of Education has directed the Peel District School Board to provide to the government a plan to address the findings in the Huggins Report;

And whereas, visible minorities are disproportionately at risk with respect to income, housing, and other social determinants of health;

Therefore be it resolved, that Regional Council recognizes anti-Black racism as a crisis within the Region of Peel;

And further, that Regional Council affirms its commitment to address systemic discrimination by supporting policies and programs that address the inequities that the black community and other marginalized groups continue to experience within Peel, including but not limited to:

- engaging black communities to address racial inequities related to COVID 19
- providing funding to mental health/housing/harm reduction programming to support marginalized groups including the black community through Peel funded programs
- ensuring Black led/black serving social agencies in Peel are funded equitably through the Regional funding mechanisms
- requesting that the local municipalities collaborate with the Region to carry out anti-racism public education

Regional Chair

Appendix II

Region of Peel Anti-Black Racism Update



BLACK COMMUNITY ACTION NETWORK OF PEEL
240 Superior Blvd, Suite 200 Mississauga, ON L5T 2T2

June 18, 2020

Dear Councillor Downey,

On behalf of the Black Community Action Network of Peel (BCAN), I want to thank you again for championing the equity and justice in our community through your Motion to recognize anti-Black Racism as a crisis within the Region of Peel. We also thank you for taking the time to meet with BCAN members (on June 16, 2020) to discuss possibilities for implementation of the motion's calls to action.

In response to our conversation, we offer the following recommendations for effective implementation of the calls to action.

1. Guiding Principles: The implementation of all calls to action should be based on foundational core values and principles, including: (a) race equity; (b) sustainability; (c) continuous learning and accountability; (d) co-design and shared responsibility; (e) community capacity-building; and (f) innovation.
2. The Region of Peel should conduct an inventory of internal organizational activities related to anti-Black racism in order to ensure future implementation efforts maximize the potential for efficiencies and synergies and avoid duplication with current scope of work.
3. Calls to Action 1, 2, and 3: We believe, calls to action 1^[1], 2^[2], and 3^[3] can be implemented in a comprehensive and integrated way, through the development of a multi-sectoral, community-based initiative to address the social determinants of anti-Black racial health inequities. The model for such an initiative should incorporate principles of co-design, involving shared responsibility for service planning and resource allocation (similar to the Human Trafficking Service Provider Table). The initiative should prioritize the equitable funding and sustainable capacity-building of Black-focused organizations and build on synergies with existing initiatives in the Region (such as the United Way of Peel Region's Black Youth School Success Initiative and BCAN's System Leaders Roundtable).
4. Call to Action 4: We believe the implementation of call to action 4^[4] should involve extensive consultation and co-design with stakeholders of the Black community in order to ensure public education efforts accurately and sensitively reflect the issues of anti-Black racism. Public education strategies should use a range of innovative social marketing approaches (e.g., web-based campaigns, documentary, arts,

Appendix II

Region of Peel Anti-Black Racism Update

special events, community town halls, 21st century community ‘talk shows’) and can involve various stakeholders, including the private sector and our allies.

Councillor Downey, you and the Regional Council have demonstrated the value in collaborating with stakeholders simply by your act of incorporating BCAN’s call to action in the Motion you passed. As we all navigate the wake of this unprecedented unrest we are facing in Peel region and throughout the globe, we are reminded of Dr. Martin Luther King, ‘Letters from Birmingham jail’ in April 1963 that, “Injustice anywhere is a threat to justice everywhere...whatever affects one directly, affects all indirectly.” Here in Peel region, we are all affected and so we take stock in the fact there is a willingness by our elected officials to walk in lock step with the community it serves. I know we all agree that we are faced with the ‘fierce urgency of now,’ so let’s continue to move forward in solidarity. Thank you again for your continued support.

Sincerely,



Sophia Brown Ramsay
BCAN-Peel

[1] engaging black communities to address racial inequities related to COVID 19

[2] providing funding to mental health/housing/harm reduction programming to support marginalized groups including the black community through Peel funded programs

[3] ensuring Black led/black serving social agencies in Peel are funded equitably through the Regional funding mechanisms

[4] requesting that the local municipalities collaborate with the Region to carry out anti-racism public education

Appendix III
Region of Peel Anti-Black Racism Update

Resolution 2020-559, approved by Regional Council on July 9, 2020:

Delegation from Seema Taneja, Taneja Consulting Inc. and Sharon Douglas, S.M.D. Consulting Inc. Regarding Equity and Equity Based Approaches to Further Understand and Create Impact for Equity Seeking Groups Across Peel.

Resolution 2020-559

That the Committee endorses the delegation's calls to action as presented and outlined below:

Whereas to gain the benefits of diversity, equity and inclusion, serious investment in organizational transformation is required and a commitment to an intentional and deliberate focus on equity is mandatory for change to happen;

Therefore be it resolved, that Regional policies, procedures and practices be reviewed through an integrated Anti-Racism lens, including a component on Anti-Black racism;

And further, that those tasked with the responsibility of leading this work be given the support and authority to make change happen;

And further, that milestone markers be built in for accountability, transparency and consequences;

And further, that the system be re-built on the principles of social justice, equity and equitable outcomes.

And further, that equity-based data, with respect to the characteristics of program users, be collected and made available to community organizations working to address equity matters and to support the creation of targeted interventions and preventative programs that can safeguard communities from crisis driven programming.

Anti-Black Racism

Progress Report, September 3, 2020

Juliet Jackson,
Director, Office of Culture & Inclusion
Region of Peel

Resolutions

June 11, 2020 - Resolution 2020-448

- Declares Anti-Black Racism as a crisis in the Region of Peel

July 9, 2020 - Resolution 2020-566

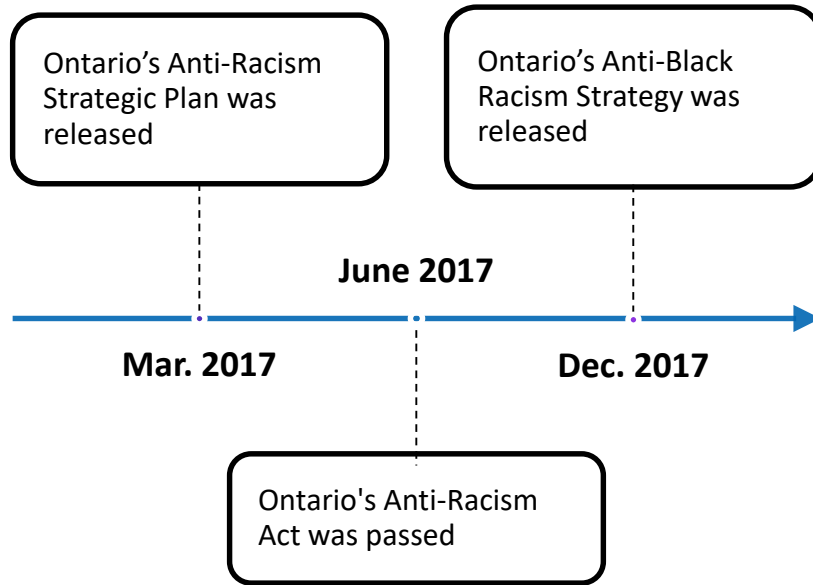
- Recommendations for effective implementation of calls to action

July 9, 2020 - Resolution 2020-559

- Equity focused calls to action



Provincial Initiatives Addressing Anti-Black Racism



- Ontario's Anti-Racism Strategy Plan
- Ontario Public Service Anti-Racism Policy
- Anti-Racism Act, 2017
- Ontario's Anti-Black Racism Strategy
- Anti-Racism Data Standards
- Race Based Data Collection for Multiple Sectors
- Independent Review of Street Checks Regulation
- Correctional Services Reform
- Ontario Black Youth Action Plan
- One Vision One Voice

The Region's efforts support the Province of Ontario's plans

Learnings from the Province's Journey



There are frameworks in place at the Provincial level



Policy Reviews will provide intelligence about our current state



Investment in efforts that drive behaviour change are critical to our success

Our Guiding Principles

1

Build on existing
work in progress

2

Fill gaps by increasing
scope of work where
possible

3

Leverage community
partnerships and
tables (including local
municipalities)

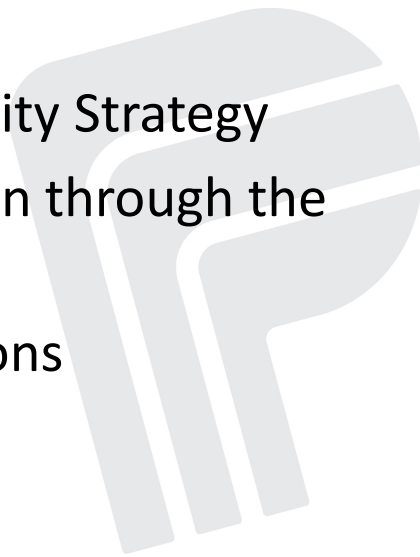
Anti-Black Racism – Community Focus

Call to Action from Council Resolution

1. Engaging Black communities to address racial inequities

Action

- Engagement through Peel Public Health's Health Equity Strategy
- Continued engagement about systemic discrimination through the Community Safety and Well-being Plan
- Collaborative approach to local municipal consultations



Anti-Black Racism – Community Focus

Call to Action from Council Resolution

2. Funding to mental health/housing/ harm reduction programming to support marginalized groups including the Black community

Action

- Working to embed an equity approach into the Housing service delivery model for discretionary and regionally funded programs
- Advocacy for funding and programming



Anti-Black Racism – Community Focus

Call to Action from Council Resolution

3. Ensuring Black led/black serving social agencies in Peel are funded equitably through the Regional funding mechanisms

Action

- Applications for the 2020 Community Investment Capacity Fund and Change Fund include priority and outcome alignment criteria to support Black communities and address racial inequities
- The Region's Community Investment Program is piloting a tool to facilitate equitable funding decisions

Anti-Black Racism – Community Focus

Call to Action from Council Resolution

4. Local municipalities collaborate with the Region to carry out anti-racism public education






Action

- Activities at PAMA directed at public education through exhibits and collections that focus on diversity in Peel
- Collaboration with local municipalities related to anti-racism public education



Anti-Black Racism – Workforce Focus

To move the Region closer to building a diverse, equitable and inclusive workplace, these initiatives are being implemented internally.

Courageous conversations (Q3-Q4 2020)		Employees share personal lived experiences with racism and discrimination in the workplace and provide suggestions and recommendations to improve diversity, equity and inclusion in the workplace
Workforce census (Q3 2020)		Establish demographic baseline data to understand the make-up of the Region's workforce and create goals in areas where there are gaps.
Learning and development (Q4 2020)		Work with Human Resources to develop a learning framework on a variety of topics (i.e. anti-racism, unconscious bias, Indigenous culture and history, gender identity)
Employment systems review (Q1 2021)		Examine policies, practices and systems related to hiring, pay and promotion to identify systemic barriers that may disadvantage certain groups
Communications (Ongoing)		Numerous communications and opportunities for staff at all levels to engage in discussions about the Region's approach to addressing anti-Black racism and systemic discrimination

Next Steps

1

The Region will move forward with its current activities to address anti-racism and systemic discrimination

2

Continued partnership between the Region and local municipalities to support one another in addressing anti-Black racism, anti-racism and systemic discrimination

3

Leverage partnerships and community tables to advance work related to anti-Black racism, anti-racism and systemic discrimination

Thank you

Contact info:

Juliet Jackson

Director, Office of Culture & Inclusion

Juliet.Jackson@peelregion.ca

