

REPORT TITLE: **2020 Diversity, Equity and Anti-Racism Committee Work Plan**

FROM: Kathryn Lockyer, Acting Commissioner of Corporate Services

RECOMMENDATION

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

REPORT HIGHLIGHTS

- On December 13, 2018, Regional Council approved the establishment of the Diversity, Equity and Anti-Racism Committee to advise Regional Council about systemic barriers and diversity issues in the community.
- A proposed 2020 work plan is attached as Appendix I.

DISCUSSION

1. Background

On December 13, 2018, Regional Council approved the establishment of the Diversity, Equity and Anti-Racism Committee (the “Committee”) to advise Regional Council about systemic barriers and diversity issues in the community, both external and internal, that may impact Regional programs and services.

2. 2019 DEAR Committee Activities

The following activities related to the Committee were completed in 2019:

a) Committee Composition

At the inaugural Committee meeting, on April 4, 2019, it was decided that in order to gain a comprehensive perspective on diversity related issues, non-elected members should be included in the Committee composition. A recruitment process commenced to appoint three non-elected members from the Peel community. On September 28, 2019, three members of the Peel community were appointed to the Committee to serve as non-elected members.

b) Committee Orientation and Training

On April 4, 2019 elected Committee members received presentations from the Peel Data Centre and Black Community Action Network. The Peel Data Centre highlighted the diversity in the Peel community through a presentation regarding its demographic

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breakdown. A presentation from the Black Community Action Network provided an overview of diversity, inclusion and anti-racism.

On October 17, 2019, non-elected Committee members participated in an orientation session that provided an overview of Regional programs and services and an introduction to the Region of Peel's council proceedings. In addition, a training session for both elected and non-elected Committee members was facilitated by the Canadian Centre for Diversity and Inclusion to provide a shared understanding of diversity and inclusion, and how they influence the success of thriving communities.

3. Proposed 2020 Committee Work Plan

The purpose of the Committee work plan is to guide Committee meetings and discussions. Work plans will align with the mandate of the Committee. Subsequent Committee work plans for the duration of the term will be proposed and presented to the Committee at the first meeting of each year for input and endorsement. As work plans are working documents, staff will make amendments as needed throughout the year. The Committee will be advised of any significant changes.

Based on the Committee mandate, a draft work plan for 2020 Committee meetings has been put forward, as outlined in Appendix I. Areas of focus for the Committee include, but are not limited to:

- Community Engagement and Delegations
- Systemic Issues in the Community
- Truth and Reconciliation
- Diversity & Inclusion Strategy Planning and Implementation
- Demographic Data Collection
 - External and Internal
- Regional Equity and Inclusion Practices
 - Regional Programs and Services
 - Training
 - Policies and Practices

The current Committee workplan mostly reflects internally focussed matters. With the development of the Diversity and Inclusion Strategy, there will be an increasing shift in focus to programs and services that impact the Peel community.

APPENDICES

Appendix I – 2020 Diversity, Equity and Anti-Racism Committee Work Plan

For further information regarding this report, please contact Juliet Jackson, Director, Culture and Inclusion, ext. 6741, juliet.jackon@peelregion.ca.

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Reviewed and/or approved in workflow by:
Department Commissioner and Division Director.

Final approval is by the Chief Administrative Officer.

A handwritten signature in black ink, reading "Nancy Polsinelli". The signature is written in a cursive style with a large initial "N".

N. Polsinelli, Interim Chief Administrative Officer