



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

Members Present:	T. Awuni R. Deo N. Iannicca J. Kovac	S. McFadden R. Rokerya R. Santos
Members Absent:	D. Damerla G.S. Dhillon	J. Downey
Staff Present:	J. Baker, Chief Administrative Officer S. Baird, Commissioner of Service Excellence and Innovation G. Kent, Chief Financial Officer and Commissioner of Corporate Services P. Caza, Acting Regional Solicitor K. Dedman, Commissioner of Public Works J. Sheehy, Commissioner of Human Services N. Polsinelli, Commissioner of Health Services Dr. L. Loh, Medical Officer of Health	K. Lockyer, Regional Clerk and Director of Clerk's J. Jackson, Director, Office of Culture and Inclusion C. Thomson, Deputy Clerk and Manager of Legislative Services H. Gill, Committee Clerk S. Valteau, Legislative Specialist D. Rai, Legislative Assistant S. MacGregor, Legislative Technical Coordinator

1. CALL TO ORDER

Councillor Santos, Committee Vice-Chair, called the Diversity, Equity and Anti-Racism Committee meeting to order on September 16, 2021 at 9:31 a.m., in the Council Chambers, Regional Administrative Headquarters, 10 Peel Centre Drive. Members of the Committee and staff participated electronically.

Councillor Damerla was absent due to illness.

Councillor Downey was absent due to other municipal business.

Other Councillors present: A. Thompson.

2. INDIGENOUS LAND ACKNOWLEDGEMENT

Councillor Santos, Committee Vice-Chair read an Indigenous Land Acknowledgement.

3. DECLARATIONS OF CONFLICTS OF INTEREST

Nil.

4. APPROVAL OF AGENDA

RECOMMENDATION DEAR-9-2021:

That the agenda for the September 16, 2021 Diversity, Equity and Anti-Racism Committee meeting, be approved.

5. DELEGATIONS

5.1 Isaac Olowolafe, Housing Committee Chair, and Mwarigha, Housing Committee Member, BlackNorth Initiative

Providing an Overview of the BlackNorth Initiative Homeownership Bridge Program (Related to 6.1)

Received

Isaac Olowolafe, Housing Committee Chair, and Mwarigha, Housing Committee Member, BlackNorth Initiative, provided an overview of the BlackNorth Initiative Homeownership Bridge Program and highlighted impacts of systemic racism on income and generational wealth of Black citizens; program funding leverages, including government grants and philanthropic donations to facilitate homeownership through second mortgage; program income qualifications; and, generational impacts of the program.

Regional Chair Iannicca invited the delegates to present the BlackNorth Initiative Homeownership Bridge Program to a future meeting of Regional Council.

Item 6.1 was dealt with.

5.2 Anu Radha Verma, QTBIPOC Sauga

Regarding Queer and Trans, Black, Indigenous and People of Colour (QTBIPOC) Community Needs and Systemic Discrimination in Peel

Received

Anu Radha Verma, QTBIPOC Sauga, stated that the organization has been meeting in Peel for over five years and highlighted the QTBIPOC community needs in Peel Region which are different from the white Queer Trans community, including: safety; tolls of isolation; under funding; eradicating racism, homophobia, bi-phobia, trans-phobia, ableism and other forms of systemic oppressions; housing affordability; employment opportunities; health and well-being; and, access to community and basic services. She stated that an intersectional lens should be applied to the Regions work to help ensure that the QTBIPOC community is included and there is a true sense of community for life and opportunity for everyone to thrive.

6. REPORTS

6.1 BlackNorth Initiative Homeownership Bridge Program

(Related to 5.1)

RECOMMENDATION DEAR-10-2021:

That the Region of Peel approve a one-time grant in the amount of \$2,500,000 to the BlackNorth Initiative to be allocated to 50 eligible Peel households under the BlackNorth Initiative Homeownership Bridge Program, to be funded from the 2021 Housing Support operating budget with no net financial impact to the Region;

And further, that the Director of Housing Services be delegated authority to execute the grant agreement with BlackNorth Initiative, on business terms satisfactory to the Commissioner of Human Services and on legal terms satisfactory to the Regional Solicitor.

6.2 Region of Peel Workforce Census

(For information)

Presentation by Juliet Jackson, Director, Culture and Inclusion and Mary Killeavy, Director, Human Resources

Received

Juliet Jackson, Director, Culture and Inclusion and Mary Killeavy, Director, Human Resources presented an overview and findings of the Region of Peel Workforce Census and highlighted the objective and methodology of the workforce census, demographic data, key findings, the courageous conversations initiative and next steps. The purpose of the census was to gather data on demographics and how diversity impacts on the employee experience. The data will enable the Region to make meaningful and sustainable changes towards building a diverse and inclusive community both internally and externally. Juliet Jackson noted that future reports will provide greater clarity and intersectionality on percentages discussed in the report listed as Item 6.2 on the September 16, 2021 Diversity, Equity and Anti-Racism Committee agenda.

Members of Committee discussed and raised questions regarding: engagement of community stakeholders in crafting survey questions, survey language, the Region of Peel position statement, and application of an equity lens to the review of corporate policies.

In response to questions raised by Member Deo and Councillor Kovac regarding mandatory vaccine policies and mandates, Councillor Santos, Committee Vice-Chair, requested that they consider bringing a motion to Regional Council to address their concerns.

6.3 Social Procurement Through Supply Chain Diversity

(For information)

Received

6.4 Truth and Reconciliation Update

(For information)

Received

Juliet Jackson, Director, Culture and Inclusion informed the Committee that the National Day for Truth and Reconciliation staff learning event is now scheduled for September 29th in response to Council's decision to recognize the September 30, 2021 National Day for Truth and Reconciliation as a paid holiday for all Region of Peel employees.

7. COMMUNICATIONS

7.1 Bonnie Crombie, Mayor, City of Mississauga

Email dated July 6, 2021, Regarding the City of Mississauga's Black Community Engagement Sessions (Receipt recommended)

Received

7.2 Corey Bernard, Director, Equity, Inclusion, Diversity and Anti-Racism, Ontario Health

Email dated August 11, 2021, Regarding the Tracking of COVID-19 Through Race-Based Data Report (Receipt recommended)

Received

8. OTHER BUSINESS

Nil.

9. IN CAMERA MATTERS

Nil.

10. NEXT MEETING

To be determined.

Please forward regrets to Harjit Gill, Committee Clerk, at harjit.gill@peelregion.ca.

11. ADJOURNMENT

The meeting adjourned at 10:55 a.m.