

For Information

REPORT TITLE: **Pride in Peel**

FROM: Gary Kent, CPA, CGA, ICD.D, Chief Financial Officer and Commissioner
 of Corporate Services

OBJECTIVE

To inform the Diversity, Equity and Anti-racism Committee about acknowledging Pride in Peel and planned consultations with 2SLGBTQ+ communities in Peel.

REPORT HIGHLIGHTS

- The Region of Peel organization is committed to meeting the needs of its diverse groups within Peel, including members who identify as part of the 2SLGBTQ+ community.
 - The Region of Peel will commemorate Pride month in June and will engage in conversations with Peel's 2SLGBTQ+ communities on how to move forward beyond 2022.
 - The Region of Peel's Diversity, Equity and Inclusion Strategy will be developed in 2022. Targeted community consultation with Peel's diverse groups will be essential to identifying and addressing areas of concern for Peel's 2SLGBTQ+ communities.
-

DISCUSSION

1. Background

Since 2002, the Peel community has been celebrating Pride in July. A key reason for this was to avoid competing with Toronto's events that take place in June and afford people the ability and flexibility to participate in both Toronto and Peel events.

In January 2021, at the Diversity, Equity and Anti-racism Committee meeting, a recommendation was brought forward for the Region of Peel to recognize Pride Month in June instead of July, to align with the Greater Toronto Area.

On February 11, 2021, Regional Council approved Resolution 2021-104,
"That the Region of Peel's recognition of Pride Month be moved from July to June to be in alignment with the Greater Toronto Area."

2. Pride in Peel

The decision to change Pride month in Peel was made without consultation with 2SLGBTQ+ communities. Although the intent of this change was to eliminate any confusion between Pride celebrations around the GTA, following approval of the resolution to move Pride month to June for the Region of Peel, some community members expressed concern about

Pride in Peel

negative implications this may have on members of the 2SLGBTQ+ communities in Peel. Concerns included limiting the ability to participate in Pride events throughout the GTA, impacting the ability of artists, entertainers and others to earn income and making changes to Pride celebrations without consulting members of Peel's 2SLGBTQ+ communities.

In 2022, the Region of Peel will acknowledge Pride month in June but will engage in conversations with the 2SLGBTQ+ communities in Peel to determine how best to move forward in acknowledging Pride in Peel and defining the role that the Region of Peel should have in this space. Consultations will inform decisions, not only about Pride, but about other needs of 2SLGBTQ+ communities living in Peel.

The Pride flag will continue to be raised annually from late June to early July at Region of Peel facilities as a visual symbol of support for 2SLGBTQ+ communities. Additionally, the Region of Peel will continue to support visual demonstrations of Pride in the community. Funds have been allocated on an annual basis, up to a maximum of \$25,000, between the Cities of Brampton and Mississauga and the Town of Caledon, as noted in Resolution 2019-712.

3. Proposed Direction

The Region of Peel organization is committed to meeting the needs of its diverse groups within Peel, including its 2SLGBTQ+ communities. As the Region of Peel works toward building a diverse and inclusive community, a Diversity, Equity and Inclusion (DEI) Strategy will be developed in 2022 to help guide this work. Targeted community consultations will be an essential component in the development of the strategy and will identify actions and outcomes that will impact both its workforce and the community it serves. The Region of Peel will be procuring an external vendor by Q3 2022 to facilitate the development of the DEI Strategy and lead the community consultation process.

a) Recent Targeted Engagement

Recent discussions with agencies that support Peel's 2SLGBTQ+ communities have unearthed gaps within health care supports, employment, housing and other critical systems in Peel. As such, preliminary conversations have commenced in hopes of addressing areas of improvement within the Region of Peel's programs and services, particularly with regards to health supports.

RISK CONSIDERATIONS

As the Region of Peel continues its journey to become a more diverse and inclusive community, engagement with equity seeking groups will be a critical component in advancing DEI efforts and development of the DEI Strategy. A lack of engagement may result in uninformed decision-making and unintended negative outcomes for diverse groups in Peel.

CONCLUSION

The Region of Peel will commemorate Pride month in June and will engage in conversations with Peel's 2SLGBTQ+ communities about how to move forward beyond 2022. Additionally, through the development of the organization's Diversity, Equity and Inclusion Strategy and

Pride in Peel

community consultations, the Region of Peel will move towards positive outcomes and removal of barriers for all diverse groups.

Authored By: Sharon Navarro, Program Specialist – Culture and Inclusion