

# Request for Delegation

**FOR OFFICE USE ONLY**

MEETING DATE YYYY/MM/DD <b>2022/05/19</b>	MEETING NAME Diversity, Equity, and Anti-Racism Committee
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Attention: Regional Clerk  
Regional Municipality of Peel  
10 Peel Centre Drive, Suite A  
Brampton, ON L6T 4B9  
Phone: 905-791-7800 ext. 4582  
E-mail: [council@peelregion.ca](mailto:council@peelregion.ca)

DATE SUBMITTED YYYY/MM/DD <b>2022/05/06</b>
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NAME OF INDIVIDUAL(S) <b>Linden King, Chair of Mississauga Black Caucus, Claudia McKoy, Principal Consultant, UpSurge, Natasha Mistry, Senior Advisor, Stakeholder Relations, Office of the Mayor, Mississauga</b>
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POSITION(S)/TITLE(S) <b>(see above)</b>
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NAME OF ORGANIZATION(S) <b>(see above)</b>
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E-MAIL <b>; claudia@upsurgence.org; natasha.mistry@mississauga.ca</b>	TELEPHONE NUMBER <b>9058965065</b>	EXTENSION
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REASON(S) FOR DELEGATION REQUEST (SUBJECT MATTER TO BE DISCUSSED) <b>The Mayor's Office, City of Mississauga, would like to have an opportunity to present the Black Community Engagement Report to the Region's Diversity, Equity and Anti-Racism committee at it's next meeting on May 19th. The Report titled, "FIRST STEPS: A Community-Driven Report on Making Mississauga More Equitable for Black Communities" provides 58 recommendations to the City on ways to improve equity and inclusion. The Report can be viewed and downloaded at the following link: <a href="https://www.mississauga.ca/projects-and-strategies/city-projects/mississaugas-black-community-engagement/">https://www.mississauga.ca/projects-and-strategies/city-projects/mississaugas-black-community-engagement/</a></b>
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A formal presentation will accompany my delegation <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Presentation format: <input type="checkbox"/> PowerPoint File (.ppt) <input checked="" type="checkbox"/> Adobe File or Equivalent (.pdf) <input type="checkbox"/> Picture File (.jpg) <input type="checkbox"/> Video File (.avi,.mpg) <input type="checkbox"/> Other <input type="text"/>
Additional printed information/materials will be distributed with my delegation : <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Attached

<p><b>Note:</b> Delegates are requested to provide an electronic copy of all background material / presentations to the Clerk's Division at <b>least ten (10) business days prior</b> to the meeting date so that it can be included with the agenda package. <b>In accordance with Procedure By-law 56-2019, as amended, delegates appearing before Regional Council or Committee are requested to limit their remarks to 5 minutes and 10 minutes respectively (approximately 5/10 slides).</b></p> <p>Delegates should make every effort to ensure their presentation material is prepared in an <a href="#">accessible format</a>.</p> <p>Once the above information is received in the Clerk's Division, you will be contacted by Legislative Services staff to confirm your placement on the appropriate agenda.</p>
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<p align="center"><b>Notice with Respect to the Collection of Personal Information</b> (Municipal Freedom of Information and Protection of Privacy Act)</p> <p>Personal information contained on this form is authorized under Section 5.4 of the Region of Peel Procedure By-law 56-2019, as amended, for the purpose of contacting individuals and/or organizations requesting an opportunity to appear as a delegation before Regional Council or a Committee of Council. The Delegation Request Form will be published in its entirety with the public agenda. The Procedure By-law is a requirement of Section 238(2) of the <i>Municipal Act, 2001</i>, as amended. Please note that all meetings are open to the public except where permitted to be closed to the public under legislated authority. All Regional Council meetings are audio broadcast via the internet and will be posted and available for viewing subsequent to those meetings. Questions about collection may be directed to the Manager of Legislative Services, 10 Peel Centre Drive, Suite A, 5th floor, Brampton, ON L6T 4B9, (905) 791-7800 ext. 4462.</p>
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Please save the form to your personal device, then complete and submit via email attachment to [council@peelregion.ca](mailto:council@peelregion.ca)





# UpSurgence.

**BCE Report Presentation to  
Region of Peel's  
Diversity, Equity & Anti-Racism  
Committee**

May 2022



# The Purpose of Our Meeting

The purpose of our meeting is to review the recommendations and answer questions on the BCE Report. It is to provide the Region of Peel's Diversity, Equity & Anti-Racism Committee with clarity regarding the recommendations and their intended impact.

# A Unique Approach

The process used a co-design approach to access insights and gain community and stakeholder buy in.

**"Nothing  
About Us  
Without Us!"**

# The Process

Throughout May and June of 2021, the Black Community Engagement (BCE) Initiative involved over 900 participants, 6 sessions and over 60 subject matter experts in order to address the most pressing issues facing the Black communities.

## Step 1: The Consultations

- May 6th: Accessing Political Power In Canada
- May 20th: Accessing Mississauga’s Resources
- May 27th: Policing
- June 8th: Wellbeing: Designing Healthy Black Communities
- June 17th: Accessing An Age Friendly Society
- June 29th: Black Economic Empowerment

# The Process

In August of 2021, we held four co-design sessions that explored ways to address community concerns and convert them into actionable solutions

## Step 2: The Codesign Sessions

- Accessing Services & Better Care
- Black Economic Empowerment
- Black Inclusion Strategies
- Policing



# The Support!

After the key recommendations were developed, we went back to the community and stakeholders to ensure buy-in. As a result, the Black Community Engagement (BCE) process has rallied community and corporate support for the recommendations. The list below includes organizations that have expressed commitment to supporting the implementation of BCE recommendations.

## Nonprofits

- The Canadian Civil Liberties Association
- Malton Black Development Association
- The Canadian Aboriginal and Minority Supplier Council (CAMSC)
- Black Health Alliance
- Moyo Health & Community Services

## Corporate Sector

- Export Development Canada (EDC)
- The Business Development Bank of Canada (BDC)
- Roots Community Services
- The Network for the Advancement of Black Communities (NABC)
- Rogers
- Interac

## Consulate General Office

- High Commission of Ghana

## Faith-Based Leadership

- Bishop Walker - Praise Cathedral Worship Centre
- Pat Francis - Pat Francis Ministries
- Cunningham, Carl. Pastor - Assistant. Mississauga Adventist Church.
- Bishop Ransford Jones - Canadian Black Clergies & Allies



# Guiding Principles

Below are the three guiding principles of the BCE recommendations.



## Black Ecosystem Approach

Empowering talent, businesses, and nonprofits from within the communities to collaborate to address issues and create opportunities.



## Competitive Pay

Advocating for competitive pay for those from within the Black communities to partner with the City to carry out the recommendations.



## Promote Black Representation

Ensure that Black participation transcends into Black Representation by linking participation to community engagement.



# **The Recommendations...**

**Section 1. The Role of the New Black Caucus Alliance**

**Section 2. Inclusion and Engagement Strategies**

**Section 3. Support For Black Communities**

**Section 4. Black Business Inclusion Strategies**

**Section 5. Innovation Inclusion Strategies**

**Section 6. The Establishment of a Black Community Innovation Hub (BCIH)**

**Section 7. Policing and Community Engagement**

**Section 8. The City's Corporate Security**

# Recommendation Types



**Governance**

**KPI development &  
Reporting**

**Advocacy**

**Data Acquisition**

**Inclusion Strategies**

**Engagement & Inclusion**

**Black Community  
Innovation Hub  
(BCIH)  
Development**

**Programs**

**Events**

**Accelerator**

# Timeline Forecast



## Early Activities April 2022 - March 2023

- Transforming the BC into BCA
- Launching Operation Black Box (Community Engagement)
- Meeting & Greet
- Black Women Inclusion Strategy Launch
- BCA identifying accelerator Partner
- Civic Training Launched

## Mid-Range Activities April 2023 - Sept 2024

- Implementation of Operation Black Box (Fully Implementation)
- Acceleration Design
- Conducting the EDIS
- Activities about the 2024 International Decade of People of African Descent

## Long Range Activities 2025+

- Black Community Innovation Hub (BCIH)



# Quick Wins

We could celebrate initial wins.

**Launching a Targeted Inclusion  
Strategy of Black Communities**

**Attracting businesses and talents  
in accordance with City plans**

**Initiating the Community Launch  
of Operation Black Box**



# Win-Win

The City can advance as a whole as Black communities advance.



**Improving City Property  
In Need of Repair**

**Attracting Wealth**

**AI Statement of Principles**

**Attracting Businesses**

**Attracting Tourism**



# The Path Forward...

Currently, the report references the Black Caucus becoming an independent non-profit. However, there are several ways that we could proceed. The aim is to find the best path forward that would offer the best chance for the recommendations to be realized at the City.

## Embedded

The City hires the required staff to carry out the recommendations in the report. Thus, all recommendations activities become the City's responsibility and limited to the City's scope and its by-laws and procedures.

## Hybrid

Activities are carried out by City hired staff together with Black Caucus Alliance, and in Community Partnership. With the work that falls outside of City scope being done with Black Caucus Alliance as a working group, or a committee with a trustee to govern the finances while the Black Caucus Alliance works to become a legal entity.

## Independent Nonprofit

### With A Trustee

Both the City and Black Caucus will agree on the use of a trustee, meaning a trusted organization that will manage the funding while the Black Caucus Alliance is in its development phase of becoming a legal entity.

### Without A Trustee

The Black Caucus directly seeks to become a legal entity.



# Roundtable Discussion



## Kick Off Question:

How Can The Region of Peel's Equity & Anti-Racism Committee Support the City of Mississauga and the Black Caucus Alliance as it carries the recommendations?

**Thank  
you!**