

FOR OFFICE USE ONLY

MEETING DATE YYYY/MM/DD  
**2023/03/23**

MEETING NAME  
**Regional Council**

DATE SUBMITTED YYYY/MM/DD  
**2023/03/08**

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)

NAME OF INDIVIDUAL(S)  
**Keba Tamara Thomas**

POSITION(S)/TITLE(S)  
**Regional Councillor - Candidate**

NAME OF ORGANIZATION(S)

E-MAIL

TELEPHONE NUMBER

EXTENSION

INDIVIDUAL(S) OR ORGANIZATION(S) ADDRESS

REASON(S) FOR DELEGATION REQUEST (SUBJECT MATTER TO BE DISCUSSED)

\*Business proposal: O.Reg Council Composition 45/17, under OMA precedent O.Reg 599/06s 4(3) (see slide 12)

\*Review the CVC attached documents pages 22-26 and 28-29

\*Johari Window: Racial epithet and Anti-hate Pedagogy

\*UN commitments: Human Rights, UNDRIP and UNIPAD (slide 14)

A formal presentation will accompany my delegation ☒ Yes ☐ No

Presentation format: ☒ PowerPoint File (.ppt)

☐ Adobe File or Equivalent (.pdf)

☐ Picture File (.jpg)

☐ Video File (.avi,.mpg)

☐ Other

Additional printed information/materials will be distributed with my delegation : ☐ Yes ☐ No ☒ Attached

**Note:**

Delegates are requested to provide an electronic copy of all background material / presentations to the Clerk's Division if possible 72 hours, but not less than 24 hours, prior to the meeting start time. Delegation requests and/or materials received after 9:30 a.m. on the Wednesday prior to the meeting will not be provided to Members.

Delegation requests received less than 72 hours prior to the meeting start time that relate to an item listed on the agenda will be added to the agenda only upon the approval of Council or Committee at the meeting.

Delegates should make every effort to ensure their presentation material is prepared in an accessible format. 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.

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). Delegations may only appear once on the same matter within a one-year period, unless a recommendation pertaining to the same matter is included on the agenda within the one-year period and only to provide additional or new information.

Please save the form to your personal device, then complete and submit via email attachment to [council@peelregion.ca](mailto:council@peelregion.ca)

**Notice with Respect to the Collection of Personal Information**  
*(Municipal Freedom of Information and Protection of Privacy Act)*

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 completed Delegation Request Form will be redacted and published with the public agenda. The Procedure By-law is a requirement of Section 238(2) of the Municipal Act, 2001, 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 and Committee meetings are live streamed via the internet and meeting videos are 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.

# Regional Commissioners

**Council Composition Ontario Reg 45/17**

KebaTamara Thomas, MA

Regional Councillor Candidate/Brampton-Region of Peel



# Land Acknowledgement

I currently sit on Treaty 19 here in Peel Region, and acknowledge that it is shared between the Mississaugas, Mohawk, and tribes with Otter Clans. Niciwaswkem, a Cree word meaning, cousins; you are currently located on land, which has long served as a site of meeting and exchange among the Mississauga Peoples and is the traditional and treaty territory to Chief James Ajetence, and I include the Mississaugas of Scugog Island First Nation and all the territories covered under the Treaties. The Region of Peel is now home to many First Nations, Inuit, Métis and possibly Taino peoples

*DISH WITH ONE SPOON IS A TREATY AGREEMENT BETWEEN THE ANISHINAABEG, THE MISSISSAUGAS AND HAUDENOSAUNEE (HODENOSAUNNEE) THAT BINDS THEM TO SHARE THIS TREATY IN ORDER TO PROTECT THE LAND.*

**The land of tall pines - Shingquacousy**

# Introduction

KebaTamara Thomas , Regional Councillor Candidate- Brampton Region of Peel, 2022

I am an energetic and self-driven individual committed to equity, inclusion, and good governance. Over the past 22 years, I have been seated in spaces and at conferences to discuss social justice innovations, community inequities and more recently, the advancement of anti-hate pedagogies.

As a descendant from African-Caribbean Indigenous (ACI) lineage, I have made professional and personal commitments to strengthen ACI-leadership, and community visibility amongst the mainstream communities.

By implementing horizontal equity frameworks, I have also set targets to uphold reflective practices, while supporting community members as they transcend their narratives. This action was in part designed to highlight the social stratifications that reinforce cultural inequities impacting AC-IPOC communities. As this informs and gages my proficiency in critical and crucial conversations necessary for assessing micro/ macro level systems within organizations and their operational environments



## PARTNERSHIPS



### UNDRIP CALL TO ACTION

United Nations Declaration of Rights for Indigenous Peoples (UNDRIP) established The Truth and Reconciliation Commission which Calls for 93 Actions to be made from all levels of government: municipal, federal and provincial to honour both the Truth and Reconciliation of the injustices experienced by Aboriginal Peoples here in Canada



Resources

## UNIPAD

### RECOMMENDATIONS

The United Nations International Decade for People from African Descent (UNDPAD) worked with nine Government officials including the Anti Racism Directorate to tackle the prevalences of overt and covert discrimination and pedagogies that reenforced hate.



Both, declarations are reenforced by our Premier and Prime Minister. The Calls to Action and Recommendations are highly endorsed to be implemented across all levels of government, Hence, visible representation is strongly encouraged across Ontario in response to the Human Rights Office and Office of the High Commissioners



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# Edgar Schein's Iceberg Model

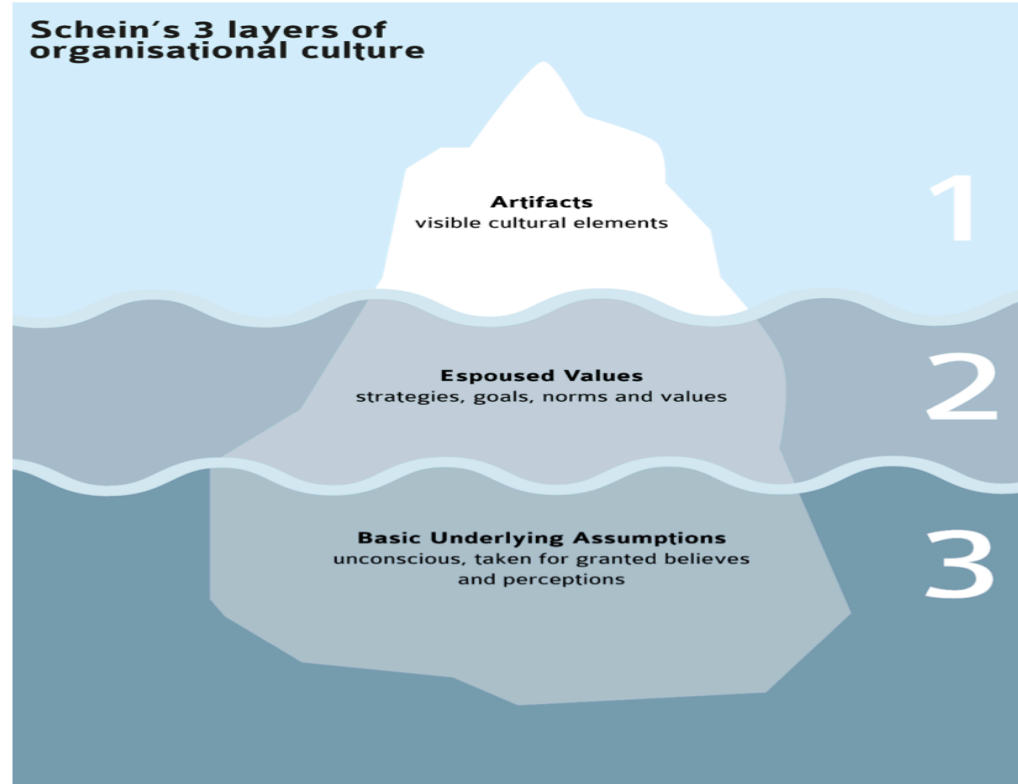


Figure 2. Iceberg model illustrating Schein (2010)'s three layers of organizational culture.



# **Business Proposal:**



**Regional Commissioner for Indigenous Communities  
& Regional Commissioner for African Affairs and Urban  
Issues**



# Call to Actions & Recommendations:



 **UNDRIP #57 Professional Development & Training**

**UNIPAD #99 Recommendation:**

 **UNDRIP #79 Commemoration**

**UNIPAD # 83 Recommendation:**

 **UNDRIP #92 Business and Reconciliation**

**UNIPAD #94 Recommendation:**

# **Business Proposal:**

Requesting the existing Regional Committee members to elect two seats for oscillating representatives who are visibly and systemically disenfranchized in representation at the Region.

A designated seat for the Indigenous representative as Regional Commissioner

A designated seat for the African-descendants (Black) representative as Regional Commissioner



# Budget Projection:

Requesting the existing Council Members to consider the following suggestions in order to succinctly align with the Peel Region Executive Budget Summary 2023/2026:

- Re-allocate budget expenses in the approved Peel Region Budget 2023/2026 to cover the yearly expenses for the proposed Commissioner
- Requesting the Region designate nominated/authorized Commissioners to address the DEI Budget (B-17) policies that intersect with competing human rights and their challenges
- Requesting the Region designate nominated/authorized Commissioners to succinctly align with the WHO and WTO (World Health Organization and World Trade Organization) at the Region of Peel to successfully ( B-24/25) drive and reinforce UN declarations

# Budget Projection:

The Peel Region Executive Budget Summary 2023/2026 suggests:

- DEI Budget (B-17) expenses \$0.6M
- Region of Peel ( B-24/25) In support of a more inclusive data collection

Diversity, Equity and Inclusion Budget with the annual budget growth rate % increase or as projected					
PROPOSAL	2023 Approved	2023 Draft projection	2024 Draft Projection	2025 Draft Projection	2026 Draft Projection
DEI Approved	0.6M	0.4M	0.4M	0.4M	0.4M
Operation budget	tba	1.5 M * 2	1.5 M * 2	1.5 M * 2	1.5 M * 2
Recommended Target	tba	13M	13M	13M	13M
PROPOSAL	2023 Draft Projection	2023 Draft Projection	2024 Draft Projection	2025 Draft Projection	2026 Draft Projection
African Affairs Commissioner	3.5k salary	0.50%	0.50%	0.50%	0.50%
Indigenous Affairs Commissioner	3.5k salary	0.50%	0.50%	0.50%	0.50%

# Municipal Act, 2001, S.O. 2001, c. 25

Council Composition states: O Reg 45/17,

As well, the Employment Act 1995 states:

- Employment Act in section (7) Employment of Aboriginal Peoples (exact wording) it also permits opportunity for disenfranchised members of the community, in section (5) b (i), (ii) and further places emphasis on employer's obligations.
- However, there is precedence in the province, and it is found within the Ontario Municipal Act Ont Reg 599/06s 4(3): Powers in relation to incorporators, members, directors, officers.

*Therefore, the oscillating Regional Commissioner position(s) as a nominated/authorized seat should ethically be selected from the candidate pool; the Municipal Nominations 2022. Precedent setting therefore and afterwards.*



# Resources:

- [Association of Municipal Act Ontario 2022](#) ...pg. 2
- [Canada and United Nations](#) ...pg. 4
- Credit Valley Conservation Report 1959 (abbreviated pdf version)
- [Competing Human Rights \(OHRC,2012\)](#) ...pg. 13
- [Employment Act 1986](#) ...pg.14
- [Employment Act 1995 \(Justice laws\)](#) ...pg.14
- [Federation of Canadian Municipalities](#) ...pg. 2
- [O Reg 45/17.](#) ...pg.14
- [O.Reg 599/06s subsection 4 \(1\)- \(3\)](#) ...pg. 14
- [Peel Region Executive Summary Pdf](#) ...pg.12-13
- Bryce, P.H. MA, MD "The story of National Crime: being an appeal for justice to the Indians of Canada" , 1922. ...pg. 5
- [United Nations Declaration of Rights for Indigenous Peoples](#) ...pg. 4
- [United Nations International Decade for People of African Descent](#) ...pg. 4
- World Health Organization ...pg. 2
- World Trade Organization ...pg. 2

# Mikwéc/Miigwetch/Migwene (Thank you)

KebaTamara Thomas, MA

Regional Councillor Candidate, Brampton Region of Peel 2022

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