



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

Members Present:	N. Brar C. Early N. Iannicca J. Kovac	R. Santos A. Tedjo G.S. Toor
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Members Absent:	B. Crombie
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Staff Present:	S. Baird, Commissioner of Human Services K. Dedman, Commissioner of Public Works P. Caza, Regional Solicitor A. Adams, Regional Clerk and Director of Legislative Services J. Jackson, Director, Office of Culture and Inclusion	C. Thomson, Deputy Clerk and Manager of Legislative Services H. Gill, Legislative Technical Advisor D. Obaseki, Committee Clerk R. Khan, Legislative Technical Coordinator
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**1. CALL TO ORDER/ROLL CALL**

Dayna Obaseki, Committee Clerk called the Diversity, Equity and Anti-Racism Committee meeting to order on April 6, 2023 at 9:31 a.m., in the Council Chambers, Regional Administrative Headquarters, 10 Peel Centre Drive.

**2. ELECTION OF CHAIR AND VICE-CHAIR**

**RECOMMENDATION DEAR-1-2023**

*That Councillor Santos be elected as Chair of the Diversity, Equity and Anti-Racism Committee for a 24 month term ending April 6, 2025 or until a successor is appointed.*

**RECOMMENDATION DEAR-2-2023**

*That Councillor Early be elected as Vice-Chair of the Diversity, Equity and Anti-Racism Committee for a 24 month term ending April 6, 2025 or until a successor is appointed.*

Councillor Santos assumed the Chair.

**3. INDIGENOUS LAND ACKNOWLEDGEMENT**

Dayna Obaseki, Committee Clerk recited the Indigenous Land Acknowledgement.

**4. DECLARATIONS OF CONFLICTS OF INTEREST**

Nil.

**5. APPROVAL OF AGENDA**

**RECOMMENDATION DEAR-3-2023**

*That the agenda for the April 6, 2023 Diversity, Equity and Anti-Racism Committee meeting, be approved.*

**6. DELEGATIONS**

**6.1 Ava Wells, Manager, and Allen Christensen, Consultant, Survey & Insights, WorkTango**

Providing an Overview of the 2022 Organizational Workforce Census Results

(Related to 7.1)

**Received**

Ava Wells, Manager, and Allen Christensen, Consultant, Survey & Insights, WorkTango presented an overview of the 2022 Organizational Workforce Census Results highlighting key insights, demographics and overall findings.

Members discussed and raised questions regarding the demographic breakdown of responses, the definition of equity, survey response comparisons (between demographic groups and previous Workforce Census survey where available), the sentiments about diversity, equity and inclusion and career advancement.

In response to a question from Councillor Tedjo, Juliet Jackson, Director of Culture and Inclusion undertook to provide him with a breakdown of responses from the BIPOC (Black, Indigenous and People of Colour) versus non-BIPOC individuals.

Item 7.1 was dealt with.

**7. REPORTS**

**7.1 2022 We All Count Workforce Census**

(For information) (Related to 6.1)

**Received**

**7.2 Diversity, Equity, and Inclusion Journey for Community Investment Funding**

(For information)

**Received**

**8. COMMUNICATIONS**

Nil.

**9. OTHER BUSINESS**

Nil.

**10. CLOSED SESSION**

Nil.

**11. NEXT MEETING**

Thursday June 29, 2023  
9:30 a.m. – 11:00 a.m.  
Council Chamber, 5th Floor  
Regional Administrative Headquarters  
10 Peel Centre Drive, Suite A  
Brampton, Ontario

Please forward regrets to Dayna Obaseki, Committee Clerk, at  
dayna.obaseki@peelregion.ca.

**12. ADJOURNMENT**

The meeting adjourned at 10:03 a.m.