

Continued Investment in DEI

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Bill 112 – Managing through the Transition - Principles

On June 8, 2023, Regional Council endorsed the principles identified in the report “Bill 112 – Managing through the Transition

This includes: “Diversity, Equity and inclusion initiatives.”

To advance this principle, Peel will focus on:

- Equitable and inclusive programs and services
- Equitable and inclusive treatment of staff

Diversity in Peel Region

Peel Region serves one of the most diverse communities in Canada.

According to the 2021 StatsCan:

- 69% of people in Peel identify as part of a racialized group
- 18% of Ontario's immigrant population reside in Peel

Regardless of governance, Peel's community will remain diverse and will require access to inclusive and accessible programs and services.

After Consulting with Peel's Community

Here's what they said...

Strengths:

- Peel residents want to live in a community where everyone feels respected, safe and welcomed
- Past and current engagement with several community partners and leaders has helped build trust and rapport

Opportunities:

- Deliver programs and services in an inclusive manner
- Build awareness and accountability in the public eye by transparently sharing DEI objectives, commitments and progress
- Reach broader audiences with inclusive communications mechanisms
- Strengthen relationships with community organizations and members

Equitable & Inclusive Programs and Services

- Peel provides supports to many racialized, marginalized and equity-deserving groups
- Peel has established trusted relationships and partnerships with community leaders, including Indigenous people, Elders and Knowledge Holders and diverse community organizations
- Successful examples of filling program gaps:
 - PAMA
 - Community Investment Program

Peel Art Gallery, Museums & Archives (PAMA)

- Regional Council committed to educating Peels community on anti-black racism and systemic discrimination. PAMA is delivering on that commitment
- Provides diverse opportunities for creative exploration and discussion to help build cohesive communities
- “Nothing About Us, Without Us” – PAMA’s guiding principle which ensures direct participation of communities represented in exhibitions and programming

PAMA - Achievements

- Partnered with over 50 local community groups to deliver engaging exhibitions and programs
- Over 900 students from Peel schools participated in curriculum-based programming
- Over 54 Creative Expressions programs delivered to youth and adults impacted by brain injury
- Engaged over 170 seniors at Peel long term care centres
- Offered 65 programs to the community

Indigenous Focus

Established an **Indigenous Sharing Circle** (ISC) to:

- Maintain consistent partnerships and ongoing collaboration with Indigenous people, organizations and communities
- Redevelop core Indigenous exhibitions and pioneer the development of a vibrant hub for Indigenous learning and engagement
 - Guide ongoing content to ensure representation and accessibility
 - Support the development of educational materials and programming that enhances regional school board curriculum

Community Investment Program

- Regional Council committed to addressing anti-black racism and systemic discrimination by supporting B3 organizations (*black-owned, led and serving*). CIP is delivering on that commitment
- Enables Peel and community organizations to provide equitable solutions to support Peel's vulnerable communities
- In 2022, provided \$7.9M in base funding to support over 100 unique agencies to deliver programs and services to marginalized and equity-deserving populations in Peel

Community Investment Program

Non-profit sector provides several essential services, including:

- | | |
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| • Mental health supports | • Food insecurity |
| • Intimate partner violence | • Newcomer/settlement |
| • Services for individuals with disabilities | • Advancement of equity and reduction of systemic discrimination |
| • Family services | • Housing |
| • Access to community | • Skills training |
| • Care for seniors | • Youth programming |

Equitable & Inclusive Treatment of Employees

- *Bill 112, The Hazel McCallion Act*, has caused anxiety and stress for Peel employees
- A holistic, trauma-informed approach must be applied to maintain a healthy organizational culture and psychological safety and well-being for employees
- Prioritizing employee well-being and retention is critical in mitigating negative impacts to program and service delivery

Investment & Commitment

- A unified effort and long-term commitment is required from all municipalities in Peel to advance DEI in a meaningful way that disrupts systemic issues that perpetuate inequities
- Existing relationships and partnerships must be leveraged and nurtured to minimize reputational risk and mitigate loss of trust with the community and community organizations that are essential partners in addressing the diverse needs in Peel

Thank you!

Questions?

