

Appendix III
Region of Peel Anti-Black Racism Update

Resolution 2020-559, approved by Regional Council on July 9, 2020:

Delegation from Seema Taneja, Taneja Consulting Inc. and Sharon Douglas, S.M.D. Consulting Inc. Regarding Equity and Equity Based Approaches to Further Understand and Create Impact for Equity Seeking Groups Across Peel.

Resolution 2020-559

That the Committee endorses the delegation's calls to action as presented and outlined below:

Whereas to gain the benefits of diversity, equity and inclusion, serious investment in organizational transformation is required and a commitment to an intentional and deliberate focus on equity is mandatory for change to happen;

Therefore be it resolved, that Regional policies, procedures and practices be reviewed through an integrated Anti-Racism lens, including a component on Anti-Black racism;

And further, that those tasked with the responsibility of leading this work be given the support and authority to make change happen;

And further, that milestone markers be built in for accountability, transparency and consequences;

And further, that the system be re-built on the principles of social justice, equity and equitable outcomes.

And further, that equity-based data, with respect to the characteristics of program users, be collected and made available to community organizations working to address equity matters and to support the creation of targeted interventions and preventative programs that can safeguard communities from crisis driven programming.