



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

Members Present: N.K. Brar
C. Early
S. Hunter
N. Iannicca
K.Y. Jim
S. Khan
J. Kovac
R. Santos
A. Tedjo
I. Wilson

Members Absent: G.S. Toor

Staff Present: D. Valeri, Chief Financial Officer and Commissioner of Corporate Services
A. Adams, Regional Clerk
D. Lundy, Deputy Clerk and Manager of Legislative Services
J. Jackson, Director, Office of Culture and Inclusion
S. Jurrius, Legislative Technical Advisor
J. da Silva Cabral, Committee Clerk
J. Coley, Legislative Technical Coordinator
J. Farrugia, Legislative Specialist
H. Lockyer, Legislative Specialist
D. Obaseki, Legislative Specialist
S. MacGregor, Legislative Assistant
R. Cruz, Audio Visual Specialist

1. CALL TO ORDER/ROLL CALL

Councillor Santos, Committee Vice-Chair, called the Diversity, Equity and Anti-Racism Committee meeting to order on October 16, 2025, at 9:32 a.m., in the Council Chambers, Regional Administrative Headquarters, 10 Peel Centre Drive.

2. INDIGENOUS LAND ACKNOWLEDGEMENT

Councillor Santos, Committee Vice-Chair, read an Indigenous Land Acknowledgement.

3. DECLARATIONS OF CONFLICTS OF INTEREST

Nil.

4. APPROVAL OF AGENDA

RECOMMENDATION DEAR-7/2025:

That the agenda for the October 16, 2025 Diversity, Equity and Anti-Racism Committee meeting, be approved.

5. DELEGATIONS

Nil.

6. REPORTS

6.1 DEI @ Peel Implementation Update

(For information)

Received

6.2 Diversity, Equity and Inclusion Update

(For information)

Received

6.3 Peel Region Municipal Diversity Plan Implementation

(For information)

Received

Juliet Jackson, Director of the Office of Culture and Inclusion, clarified that the current Council term concludes in 2026, and that the recruitment for committee members will take place after the term ends, contrary to the report's indication that recruitment would occur prior to the end of the term.

7. COMMUNICATIONS

Nil.

8. OTHER BUSINESS

8.1 Status Update on DEI Efforts in Peel Region

RECOMMENDATION DEAR-7/2025:

That staff be directed to report back at an upcoming meeting with options to develop a public communication awareness campaign to highlight the importance and relevance of DEI in Peel and the risks of not advancing efforts, and to collaborate with lower-tier municipalities in advancing these efforts.

Members of the Committee engaged in a discussion and posed questions regarding: Diversity, Equity, and Inclusion (DEI) efforts currently being undertaken by staff across the region; shared examples of communication campaigns from lower-tier municipalities aimed at addressing racism; and emphasized the importance of clear communication around DEI practices.

Juliet Jackson, Director of the Office of Culture and Inclusion, addressed the current climate surrounding DEI, outlining both the ongoing efforts and the challenges faced; and underscored the importance of strong leadership to ensure continued progress.

Regina Hartwick, Advisor for Indigenous Engagement, highlighted the Region of Peel's initiatives, noting that its work in this area is ahead of many other municipalities.

9. CLOSED SESSION

Nil.

10. NEXT MEETING

Thursday, February 19, 2026
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 Juan Da Silva, Committee Clerk, at
juan.dasilva@peelregion.ca.

11. ADJOURNMENT

The meeting adjourned at 9:57 a.m.