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## Diversity and Inclusion Advisory Committee

**Date:** October 14, 2020  
**Time:** 6:30 PM  
**Location:** Online Video Conference

### Members

|                         |                             |
|-------------------------|-----------------------------|
| Mayor Bonnie Crombie    | Mayor                       |
| Councillor Ron Starr    | Ward 6 (Co-Chair)           |
| Councillor Sue McFadden | Ward 10 (Co-Chair)          |
| Abdul Qayyum Mufti      | Citizen Member              |
| Bhagwan (Gary) Grewal   | Citizen Member              |
| Brad Bass               | Citizen Member              |
| Cindy Stevens           | Citizen Member              |
| Denise Gordon-Mohamud   | Citizen Member (Vice-Chair) |
| Hanoz Kapadia           | Citizen Member              |
| Irfan Malik             | Citizen Member              |
| Jo-Anne Beggs           | Citizen Member              |
| John Henry He           | Citizen Member              |
| Josephine Bau           | Citizen Member              |
| Kaukab Usman            | Citizen Member              |
| Raihanna Hirji-Khalfan  | Citizen Member              |

### Participate Virtually

Any member of the public interested in speaking to an item listed on the agenda may register at [megan.piercey@mississauga.ca](mailto:megan.piercey@mississauga.ca) or call 905-615-3200 ext. 4915 by Tuesday, October 13, 2020 before 12:00 P.M.

Please note the Diversity and Inclusion Advisory Committee will not be streamed or video posted afterwards. If you are interested in attending the meeting virtually, please contact [megan.piercey@mississauga.ca](mailto:megan.piercey@mississauga.ca) or call 905- 615-3200 ext. 4915 by Tuesday, October 13, 2020 before 12:00 P.M. in order to join the meeting.

### Contact

Megan Piercey, Legislative Coordinator, Legislative Services  
905-615-3200 ext. 4915  
Email [megan.piercey@mississauga.ca](mailto:megan.piercey@mississauga.ca)

### Find it Online

<http://www.mississauga.ca/portal/cityhall/diversityandinclusioncommittee>

1. **CALL TO ORDER**

2. **APPROVAL OF AGENDA**

3. **DECLARATION OF CONFLICT OF INTEREST**

4. **MINUTES OF PREVIOUS MEETING**

4.1. Diversity and Inclusion Advisory Committee Minutes - September 9, 2020

5. **DEPUTATIONS**

5.1. John Dunlop, Manager, Heritage Planning & Indigenous Relations regarding Strengthening the Indigenous Relations Process in the City of Mississauga

5.2. Sam Rogers, Director, Enforcement and Alexandra Schwenger, Policy Analyst regarding the Noise Control By-law Review

6. **PUBLIC QUESTION PERIOD - 15 Minute Limit**

Advance registration is required to participate and/or to make comments in the virtual public meeting. Please see this agenda cover for registration details.

Pursuant to Section 42 of the Council Procedure By-law 0139-2013, as amended:

Diversity and Inclusion Advisory Committee may grant permission to a member of the public to ask a question of Diversity and Inclusion Advisory Committee, with the following provisions:

1. The question must pertain to a specific item on the current agenda and the speaker will state which item the question is related to.
2. A person asking a question shall limit any background explanation to two (2) statements, followed by the question.
3. The total speaking time shall be five (5) minutes maximum, per speaker.

7. **MATTERS TO BE CONSIDERED**

7.1. Call for Curator for a Community Art Project

8. **INFORMATION ITEMS**

8.1. Resolution 0207-2020 addressing anti-Black and Indigenous racism and discrimination in Mississauga

8.2. 2021 Diversity and Inclusion Advisory Committee Meeting Schedule

9. **OTHER BUSINESS**

10. DATE OF NEXT MEETING - December 2, 2020

11. ADJOURNMENT

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## Diversity and Inclusion Advisory Committee

**Date:** September 9, 2020  
**Time:** 6:30 PM  
**Location:** Online Video Conference

|                |                         |                             |
|----------------|-------------------------|-----------------------------|
| <b>Members</b> | Councillor Ron Starr    | Ward 6 (Co-Chair)           |
|                | Councillor Sue McFadden | Ward 10 (Co-Chair)          |
|                | Abdul Qayyum Mufti      | Citizen Member              |
|                | Bhagwan (Gary) Grewal   | Citizen Member              |
|                | Brad Bass               | Citizen Member              |
|                | Cindy Stevens           | Citizen Member              |
|                | Denise Gordon-Mohamud   | Citizen Member (Vice-Chair) |
|                | Hanoz Kapadia           | Citizen Member              |
|                | Irfan Malik             | Citizen Member              |
|                | Jo-Anne Beggs           | Citizen Member              |
|                | John Henry He           | Citizen Member              |
|                | Josephine Bau           | Citizen Member              |
|                | Kaukab Usman            | Citizen Member              |
|                | Raihanna Hirji-Khalfan  | Citizen Member              |

|                       |                      |       |
|-----------------------|----------------------|-------|
| <b>Members Absent</b> | Mayor Bonnie Crombie | Mayor |
|-----------------------|----------------------|-------|

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### Staff Present

Gary Kent, Commissioner, Corporate Services and CFO  
Samuel Rogers, Director, Enforcement  
Robert Trewartha, Director, Strategic Initiatives  
Jennifer Cowie Bonne, Manager, Community & Neighbourhood Development  
Alexandra Schwenger, Policy Analyst  
Diana Rusnov, Director, Legislative Services and City Clerk  
Sacha Smith, Manager, Legislative Services and Deputy Clerk  
Megan Piercey, Legislative Coordinator

1. CALL TO ORDER – 6:30 PM

2. APPROVAL OF AGENDA

Councillor McFadden introduced Robert Trewartha, Director of Strategic Initiatives.

Mr. Trewartha, provided an update on the City's current strategic initiatives regarding diversity and inclusion.

Approved (I. Malik)

3. DECLARATION OF CONFLICT OF INTEREST – Nil

4. MINUTES OF THE PREVIOUS MEETING

4.1 Diversity and Inclusion Advisory Committee Minutes – February 12, 2020

Approved (J. H. He)

4.2 Diversity and Inclusion Advisory Committee Minutes – August 6, 2020

Approved (J. Bau)

5. DEPUTATIONS

5.1 Item 7.1 Sam Rogers, Director, Enforcement and Alexandra Schwenger, Policy Analyst

Mr. Rogers and Ms. Schwenger provided an update on the Noise Control Program Review with respect to broadcasting audible expressions of faith. Mr. Rogers and Ms. Schwenger spoke to the programs phased approach, community engagement and changes to the noise control by-law.

Members of the Committee engaged in discussion and directed staff to incorporate diversity related questions from the community engagement survey into virtual consultation sessions and incorporate the committees' comments into a report to General Committee.

RECOMMENDATION DIAC-0004-2020

1. That the deputation from Sam Rogers, Director, Enforcement and Alexandra Schwenger, Policy Analyst with respect to the Noise Control By-law Review be received.
2. That staff incorporate diversity related questions from the community engagement survey into the virtual consultation sessions.
3. That staff incorporate the comments from the Diversity and Inclusion Advisory Committee (DIAC) with respect to the Noise Control By-law Review into a report to General Committee.

Approved (D. Gordon-Mohamud)

6. PUBLIC QUESTION PERIOD

Anu Radha Verma, Resident spoke to item 7.2 and enquired about the City's engagement strategies with respect to the QTBIPOC community members within Mississauga.

7. MATTERS TO BE CONSIDERED

7.1 Noise Control By-law Review

This matter was discussed during item 5.1.

7.2 Physical Expression of Pride in Mississauga – Recommended Use of Regional Funding

No discussion took place regarding this item.

RECOMMENDATION DIAC-0005-2020

1. That funding available from the Region of Peel for physical expressions of pride as per Resolution 2019-712 be used by the City of Mississauga to design and install a Rainbow Cross Walk/Ground Mural in a highly visible location.
2. That the City engage residents and community stakeholders to finalize the design, location and unveiling plan for the Rainbow Cross Walk/Ground Mural.
3. That the City continue to explore opportunities for collaboration and partnership with community organizations to implement additional activities to ensure that Mississauga is a welcome and inclusive community for residents that identify as 2SLGBTQ+.

Approved (D. Gordon-Mohamud)

8. INFORMATION ITEMS – Nil

9. OTHER BUSINESS - Nil

10. DATE OF NEXT MEETING - Wednesday, October 14, 2020

9. ADJOURNMENT- 8:06 PM (Councillor R. Starr)

# City of Mississauga Memorandum



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Date: October 8, 2020

To: Chair and Members of Diversity and Inclusion Advisory Committee

From: Lisa Abbott, Manager, Museums of Mississauga & SAIB

Meeting date: October 14, 2020

Subject: **Call for Curator for a Community Art Project**

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## **Background:**

The Museums of Mississauga and Mississauga Celebration Square have partnered on a project for 2021 to invite a Curator to develop a community art project. This project is intended to provide access to space and resources for a curator or curators who identify as Black, Indigenous, Mixed Race or Person(s) of Colour. The goal of this project is to open up space within the Museums of Mississauga and Mississauga Celebration Square for an exhibition and/or public program developed through a public engagement process.

## **Request to DIAC:**

We would like to invite one member of DIAC to review proposals and make recommendations based on criteria.

The Call will be posted on October 16, 2020 and will be due on November 30, 2020, giving candidates six weeks to develop a proposal. Between December 1 and December 12, proposals will be reviewed by a combination of City staff and community members who are members of the BIPOC community.

The commitment will consist of reviewing proposals, providing comment and participating in a digital meeting with other reviewers to take place December 11 (tentative). Reviewers will also be invited to provide comment on the review criteria prior to receiving proposals.

For additional information, please feel free to contact me at your earliest convenience.

Sincerely,  
Lisa Abbott  
Manager, Museums and SAIB



RESOLUTION 0207-2020  
 adopted by the Council of  
 The Corporation of the City of Mississauga  
 at its meeting on June 24, 2020

0207-2020

Moved by: B. Crombie

Seconded by: P. Saito

WHEREAS the City of Mississauga operates on the traditional territories of the Huron-Wendat and Petun First Nations, the Seneca, and most recently, the Mississaugas of the Credit River. The territory was the subject of the Dish With One Spoon Wampum Belt Covenant, an agreement between the Iroquois Confederacy and Confederacy of the Ojibwe and allied nations to peaceably share and care for the resources around the Great Lakes;

AND WHEREAS the City of Mississauga recognizes that a land acknowledgement invites responsibilities on the part of its residents and government in all the work we do on Dish With One Spoon territories;

AND WHEREAS the history of Canada has been such that Indigenous Peoples and Black communities have been severely impacted by the Canadian State and anti-Black and anti-Indigenous racism are historically intertwined in Canada;

AND WHEREAS Mississauga is one of the most diverse cities in the world, and close to 60 per cent of all residents in Mississauga identify as members of racialized groups;

AND WHEREAS racism and discrimination, and in particular anti-Black racism and discrimination, are historic, pervasive, institutional and systemic issues in Mississauga that must be addressed;

AND WHEREAS racism and discrimination in our society and within our institutions is a public health crisis that leads to issues of precarious employment and unemployment, higher risks of poverty and homelessness, negative experiences within the education sector, health inequities, greater interactions with law enforcement and overrepresentation in the criminal justice system, mental health, and child welfare systems;

AND WHEREAS institutions like the City of Mississauga, Region of Peel, the school boards, Peel Police, and others should employ and represent the people they serve and treat all residents with respect, dignity and fairness, free from racism and discrimination;

AND WHEREAS the City of Mississauga commissioned the Canadian Centre for Diversity and Inclusion to develop its Diversity and Inclusion Strategy and is currently in the process of implementing the recommendations;

AND WHEREAS the City of Mississauga has a Diversity and Inclusion Advisory Committee (DIAC) mandated to remove barriers to inclusion for all residents in our community, and review City policies and master plans through a diversity lens to ensure they are executed with an emphasis on improving all forms of diversity and fostering



greater inclusion of all residents and stakeholders and that they meet the needs of all residents in the community;

AND WHEREAS the City recognizes the importance of intersectional frameworks, recognizing that Black, Indigenous and racialized identities intersect with many others social identities such as 2SLGBTQ+, disability, varied socioeconomic positions for example, and these interconnected dimensions greatly impact and diversify experiences of racialization;

AND WHEREAS anti-racism, and civic and community inclusion is the business of the City as equitable access to quality of life improves the lives of all residents;

AND WHEREAS the City of Mississauga recognizes that continual progress in advancing equity and anti-racism requires transparent and accountable processes, that centre the voices of communities most impacted by discrimination and race;

AND WHEREAS our work to be a more inclusive and diverse city where everyone is treated equitably is never done...

NOW THEREFORE BE IT RESOLVED THAT:

1. The City of Mississauga recognizes that racism, and in particular anti-Black racism and discrimination is a crisis in our community that requires immediate and sustained attention; and
2. The City of Mississauga reaffirms its commitment to address systemic racism and discrimination by creating and supporting policies and programs that address the inequities that Indigenous Peoples, racialized communities, and in particular, Black communities continue to experience in the City of Mississauga; and
3. The City of Mississauga is committed to the safety and livelihood of its Black residents and names Anti-Black racism as a pervasive threat to the safety and enjoyment of life in this city; and
4. Under the direction of the City Manager, the City of Mississauga will:
  - Name, condemn and stand against anti-Black racism in all its forms
  - Review on an ongoing basis our internal policies and programs to ensure that all are free from racial bias and that they do not negatively impact Indigenous and racialized groups;
  - Ensure the continued implementation and progress of the recommendations from the City's Workforce Diversity and Inclusion Strategy, including proceeding with the planned Diversity and Inclusion Survey when business returns to normal and build public accountability and commitment to bring to life recommendations from the Diversity and Inclusion Strategy;

- Engage in a series of conversations on anti-Black racism with our Black employees and their allies to understand their experiences in the workplace and build a plan to address systemic inequities; and
  - Continue to educate all new and existing employees on the City's Respectful Workplace Policy and Respectful Workplace Statement of Commitment, as well as maintain staff's daily commitment to the compliance with the Respectful Workplace Policy.
5. Council directs the Mayor's Office, in consultation with the Diversity and Inclusion Advisory Committee to:
- Convene a series of community-led consultations on systemic racism, anti-Black and anti-Indigenous racism and discrimination using an intersectional lens, and identify areas for systemic change in the community;
  - Convene a Black Caucus to advise and on equity issues and priorities identified by Black communities in Mississauga, and report back to Council publically in 6 months;
  - Review the terms of reference for the Diversity and Inclusion Advisory Committee to ensure it is fulfilling its mandate and that it focuses in part on anti-Black and anti-Indigenous racism; and
  - Work with the Region of Peel to carry out the Region's anti-racism public education/awareness campaigns at the City level.

| <b>Recorded Vote</b>   | <b>YES</b> | <b>NO</b> | <b>ABSENT</b> | <b>ABSTAIN</b> |
|------------------------|------------|-----------|---------------|----------------|
| Mayor B. Crombie       | X          |           |               |                |
| Councillor S. Dasko    | X          |           |               |                |
| Councillor K. Ras      | X          |           |               |                |
| Councillor C. Fonseca  | X          |           |               |                |
| Councillor J. Kovac    | X          |           |               |                |
| Councillor C. Parrish  | X          |           |               |                |
| Councillor R. Starr    | X          |           |               |                |
| Councillor D. Damerla  | X          |           |               |                |
| Councillor M. Mahoney  | X          |           |               |                |
| Councillor P. Saito    | X          |           |               |                |
| Councillor S. McFadden | X          |           |               |                |
| Councillor G. Carlson  | X          |           |               |                |

Unanimous (12, 0, 0 – Absent)

City of Mississauga  
**Memorandum**



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Date: September 28, 2020  
To: Chair and Members of Diversity and Inclusion Advisory Committee  
From: Megan Piercey, Legislative Coordinator  
Meeting date: October 14, 2020  
Subject: **2021 Diversity and Inclusion Advisory Committee Meeting Schedule**

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The 2021 meeting dates for the Diversity and Inclusion Advisory Committee (DIAC) have been scheduled as follows:

Wednesday, February 10, 2021  
Wednesday, May 12, 2021  
Wednesday, September 8, 2021  
Wednesday, December 1, 2021

Unless otherwise advised, all meetings will be held at 6:30 PM. Meetings may be cancelled at the call of the Chair due to insufficient agenda items or lack of quorum.

Please kindly contact the Legislative Coordinator in advance of the meeting if you will be absent or late so that quorum issues can be anticipated and dealt with accordingly.

*Megan Piercey*

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Prepared by: Megan Piercey, Legislative Coordinator