
Combating Racism, Discrimination and Hatred Advisory Committee

Date: September 11, 2024
Time: 6:45 PM
Location: Online Video Conference

Members

Councillor Alvin Tedjo	Ward 2
Councillor Dipika Damerla	Ward 7 (Co-Chair)
Councillor Martin Reid	Ward 9
Pamela Gunn	Citizen Member (Co-Chair)
Abdul Qayyum Mufti	Citizen Member
Emi Roni	Citizen Member
Joann De Murrell	Citizen Member
Michelle Eze	Citizen Member
Nicole Rye	Citizen Member
Samuel Cooper	Citizen Member
Seshagiri Pingali	Citizen Member
Shari Stoch	Citizen Member
Sonia Ojha	Citizen Member
Tony Oseivhi	Citizen Member

To Request to Speak on Agenda Items - Advance registration is required. To make a Deputation, please email Eglantina Bacaj-Gondia, Legislative Coordinator at eglantina.bacaj-gondia@mississauga.ca or call 905-615-3200 ext. 5378 no later than **Tuesday, September 10, 2024 before 4:00 PM**.

Questions for Public Question Period - To pre-register for Public Question Period, questions may be provided to the Legislative Coordinator at least 24 hours in advance of the meeting. Following the preregistered questions, if time permits, the public may be given the opportunity to ask a question on an agenda item. Virtual participants must pre-register. Comments submitted will be considered as public information and entered into the public record.

Virtual Participation - All meetings of Combating Racism, Discrimination and Hatred Advisory Committee are streamed live and archived at Mississauga.ca/videos. To speak during the virtual meeting or if you do not have access to the internet, contact the Legislative Coordinator and you will be provided with directions on how to participate. Comments submitted will be considered as public information and entered into the public record.

Please note the Combating Racism, Discrimination and Hatred Advisory Committee meeting will be streamed and a video will be posted afterwards.

Contact

Eglantina Bacaj-Gondia, Legislative Coordinator, Legislative Services
905-615-3200 ext. 5378 | Email: eglantina.bacaj-gondia@mississauga.ca

Find it Online

mississauga.ca/council/committees/combating-racism-discrimination-and-hatred-advisory-committee/

1. **CALL TO ORDER**

2. **INDIGENOUS LAND STATEMENT**

“We acknowledge the lands which constitute the present-day City of Mississauga as being part of the Treaty and Traditional Territory of the Mississaugas of the Credit First Nation, The Haudenosaunee Confederacy the Huron-Wendat and Wyandotte Nations. We recognize these peoples and their ancestors as peoples who inhabited these lands since time immemorial. The City of Mississauga is home to many global Indigenous Peoples.

As a municipality, the City of Mississauga is actively working towards reconciliation by confronting our past and our present, providing space for Indigenous peoples within their territory, to recognize and uphold their Treaty Rights and to support Indigenous Peoples. We formally recognize the Anishinaabe origins of our name and continue to make Mississauga a safe space for all Indigenous peoples.”

3. **APPROVAL OF AGENDA**

4. **DECLARATION OF CONFLICT OF INTEREST**

5. **MINUTES OF PREVIOUS MEETING**

5.1 Combating Racism, Discrimination and Hatred Advisory Committee Minutes - May 15, 2024

6. **PRESENTATIONS - Nil**

7. **DEPUTATIONS**

Any member of the public interested in making a deputation to an item listed on the agenda must register by calling 905-615-3200 ext. 5378 or by emailing eglantina.bacaj-gondia@mississauga.ca by Tuesday, September 10, 2024 before 4:00 PM.

Each Deputation to Committee is limited to speaking not more than 10 minutes.

Pursuant to Section 57.1 of the Council Procedure By-law 0044-2022, as amended:

Deputations shall be received and the matter shall be referred to staff for a report, unless there is a resolution or recommendation passed to “receive” the Deputation. After a Deputation is completed, Members shall each have one opportunity to make a preamble statement and ask questions to the Deputant(s) or staff for clarification purposes only, and without debate.

7.1 John Dunlop, Manager, Indigenous Relations, Heritage and Museums and Becky LaForme, Coordinator, Indigenous Relations regarding Truth and Reconciliation

7.2 Rob Trewartha, Director, Strategic Communications and Initiatives regarding the Mississauga For All Campaign Update

8. PUBLIC QUESTION PERIOD - 15 Minute Limit

Public Comments: Members of the Public that have a question about an item listed on the agenda may pre-register by contacting the Legislative Coordinator at least 24 hours in advance of the meeting. Following the registered speakers, if time permits, the Chair will acknowledge members of the public who wish to ask a question about an item listed on the agenda. Virtual participants must pre-register.

Pursuant to Section 58 of the Council Procedure By-law 0044-2022, as amended:

Combating Racism, Discrimination and Hatred Advisory Committee may grant permission to a member of the public to ask a question of Combating Racism, Discrimination and Hatred Advisory Committee, with the following provisions:

1. Questions may be submitted to the Clerk at least 24 hours prior to the meeting;
2. A person is limited to two (2) questions and must pertain specific item on the current agenda and the speaker will state which item the question is related to;
3. The total speaking time shall be five (5) minutes maximum, per speaker, unless extended by the Chair; and
4. Any response not provided at the meeting will be provided in the format of a written response.

9. CONSENT AGENDA

10. MATTERS TO BE CONSIDERED

10.1 Combating Racism, Discrimination, and Hatred Advisory Committee Work Plan

10.2 To appoint a new Co-Chair to the Combating Racism, Discrimination and Hatred Advisory Committee

11. INFORMATION ITEMS - Nil

12. OTHER BUSINESS

13. DATE OF NEXT MEETING - November 13, 2024

14. ADJOURNMENT

Combating Racism, Discrimination and Hatred Advisory Committee

Date: May 15, 2024
Time: 6:31 PM
Location: Council Chambers, Civic Centre, 2nd Floor
300 City Centre Drive, Mississauga, Ontario, L5B 3C1
and Online Video Conference

Members Present

Councillor Dipika Damerla	Ward 7 (Co-Chair)
Councillor Martin Reid	Ward 9
Pamela Gunn	Citizen Member (Co-Chair)
Emi Roni	Citizen Member
Joann De Murrell	Citizen Member
Michelle Eze	Citizen Member
Nicole Rye	Citizen Member
Samuel Cooper	Citizen Member
Shari Stoch	Citizen Member
Sonia Ojha	Citizen Member
Tony Oseivhi	Citizen Member

Members Absent

Councillor Alvin Tedjo	Ward 2
Abdul Qayyum Mufti	Citizen Member
Seshagiri Pingali	Citizen Member

Staff

Robert Trewartha, Director, Strategic Communications & Initiatives
Uzma Shakir, Strategic Leader, Diversity & Inclusion
Sacha Smith, Manager/Deputy Clerk, Secretariat and Access & Privacy
Eglantina Bacaj-Gondia, Legislative Coordinator

1. CALL TO ORDER

5.1

Pamela Gunn, Co-Chair called the meeting to order at 6:31 PM.

2. INDIGENOUS LAND STATEMENT

Pamela Gunn, Co-Chair recited the Indigenous Land Statement.

3. APPROVAL OF AGENDA

That the May 15, 2024 Combating Racism, Discrimination and Hatred Advisory Committee Agenda be approved.

Approved (Councillor M. Reid)

4. DECLARATION OF CONFLICT OF INTEREST

Nil

5. MINUTES OF PREVIOUS MEETING

5.1 Combating Racism, Discrimination and Hatred Advisory Committee Minutes - February 20, 2024

That the February 20, 2024 Combating Racism, Discrimination and Hatred Advisory Committee Minutes, be approved as presented.

Approved (S. Cooper)

6. PRESENTATIONS - Nil

7. DEPUTATIONS

7.1 *Christopher Krause, Acting Inspector, Diversity, Equity & Inclusion - CSWB, Peel Regional Police regarding the 2023 Hate Crime Statistics

Christopher Krause, Acting Inspector, Diversity, Equity & Inclusion - CSWB, Peel Regional Police spoke to the 2023 Hate Crime Statistics.

Committee Members engaged in discussion, asking questions and commenting on the following:

- Hate crimes and hate incidences
- Universal social media hashtag
- Conveying messaging and training to youth in schools
- Psychological safety in reporting

C. Krause responded to inquiries and post-meeting, provided the Peel Regional Police Countering Hate Committee and Corporate Communications universal hashtag for awareness and consideration: #UnitedAgainstHate

Robert Trewartha, Director, Strategic Communications and Initiatives spoke to the Peel Regional Police Countering Hate training for Committee Members with the intention of incorporating feedback into the broader campaign of front-line and other appropriate City staff.

RECOMMENDATION CRDHAC-0006-2024

Moved By Emi Roni

That the deputation from Christopher Krause, Acting Inspector, Diversity, Equity & Inclusion - CSWB, Peel Regional Police regarding the 2023 Hate Crime Statistics, be received.

Received

7.2 Uzma Shakir, Strategic Leader of Diversity & Inclusion regarding the Combating Racism, Discrimination and Hatred Advisory Committee Work Plan

Uzma Shakir, Strategic Leader of Diversity & Inclusion spoke to the Combating Racism, Discrimination and Hatred Advisory Committee Work Plan, providing an overview of the prior year work planning session, interest areas, and recommended areas of focus.

RECOMMENDATION CRDHAC-0007-2024

Moved By Nicole Rye

That the deputation from Uzma Shakir, Strategic Leader of Diversity & Inclusion regarding the Combating Racism, Discrimination and Hatred Advisory Committee Work Plan, be received.

Received

8. PUBLIC QUESTION PERIOD - 15 Minute Limit

Glen Voakes, Resident asked the first question regarding item 7.1:

The report shows a 120% increase over the number of hate crimes against the Jewish community in 2022. Do the Police know where those crimes are coming from, what is causing the increase to the Jewish community, and what is in place to drive that percentage down?

Christopher Krause, Acting Inspector, Diversity, Equity & Inclusion - CSWB, Peel Regional Police responded noting the trend was affected by the geopolitical climate and data is based on the perception from the victim and not the intention of the suspect, in addition to multiple motivating factors.

C. Krause further spoke to the Peel Regional Police strategies regarding community safety, communication, and engagement with Jewish community leaders.

G. Voakes asked the second question regarding item 10.2, referencing the consultant retainment for the Anti Racism Anti Oppression Strategy:

5.1

With all the experience and knowledge that sits in this room, why are we going out for consultants?

Robert Trewartha, Director, Strategic Communications and Initiatives responded noting 2016 was the last time the City reviewed its EDI strategy and currently the expertise is not available internally. Further, R. Trewartha added that external assistance is required and highlighted the importance of an independent, third-party validation.

9. CONSENT AGENDA

RECOMMENDATION CRDHAC-0008-2024

Moved By Sonia Ojha

That the following items were approved on consent:

11.1 - Corporate Report dated March 21, 2024 entitled "Equity, Diversity and Inclusion Progress Report 2023" from the City Manager and Chief Administrative Officer

11.2 - Report dated April 1, 2024 entitled "Diversity, Equity and Inclusion - 2023 Annual Hate-Motivated Crime Report" from Mark Dapat, Deputy Chief, Community Safety & Well- Being Command, Peel Regional Police

Approved

10. MATTERS CONSIDERED

10.1 Introduction of Shari Stoch, Citizen Member (Verbal)

Pamela Gunn, Co-Chair welcomed new Committee member, Shari Stoch, Citizen Member and S. Stoch introduced herself.

10.2 Combating Racism, Discrimination and Hatred Advisory Committee Work Plan (2023-2026)

This item was discussed during item 7.2

RECOMMENDATION CRDHAC-0009-2024

Moved By Joann De Murrell

That the Combating Racism, Discrimination and Hatred Advisory Committee endorse the recommended work plan items in the Corporate Report titled, "Combating Racism, Discrimination and Hatred Advisory Committee Work Plan (2023-2026)" dated April 5, 2024, from Rob Trewartha, Director, Strategic Communications and Initiatives.

Approved

11. INFORMATION ITEMS

5.1

11.1 Corporate Report dated March 21, 2024 entitled "Equity, Diversity and Inclusion Progress Report 2023" from the City Manager and Chief Administrative Officer (CONSENT)

(For the Committee's information, this report was considered by General Committee on April 24, 2024 and adopted by Council on May 1, 2024)

No discussion took place regarding this matter.

RECOMMENDATION CRDHAC-0010-2024

Moved By Sonia Ojha

That the Corporate Report dated March 21, 2024 entitled "Equity, Diversity and Inclusion Progress Report 2023" from the City Manager and Chief Administrative Officer, be received.

Received

11.2 Report dated April 1, 2024 entitled "Diversity, Equity and Inclusion - 2023 Annual Hate-Motivated Crime Report" from Mark Dapat, Deputy Chief, Community Safety & Well-Being Command, Peel Regional Police (CONSENT)

No discussion took place regarding this matter.

RECOMMENDATION CRDHAC-0011-2024

Moved By Sonia Ojha

That the Report dated April 1, 2024 entitled "Diversity, Equity and Inclusion - 2023 Annual Hate-Motivated Crime Report" from Mark Dapat, Deputy Chief, Community Safety & Well-Being Command, Peel Regional Police, be received.

Received

12. OTHER BUSINESS

Samuel Cooper, Citizen Member spoke to the Poverty Truth Commission initiative by the Peel Poverty Action Group.

Michelle Eze, Citizen Member requested a change in the Combating Racism, Discrimination and Hatred Advisory Committee's meeting start times. Committee Members engaged in discussion and selected 6:45PM as the new start time for Committee meetings.

RECOMMENDATION CRDHAC-0012-2024

Moved By Michelle Eze

That the Combating Racism, Discrimination and Hatred Advisory Committee meeting start times change from 6:30PM to 6:45PM, be approved.

5.1

Approved

13. DATE OF NEXT MEETING - September 11, 2024

14. ADJOURNMENT

7:39 PM (J. De Murrell)

DRAFT

Truth and Reconciliation

City of Mississauga

September 11, 2024



Truth and Reconciliation in Mississauga

- Focus on Truth and raising awareness to residents about Indigenous Peoples and their history and presence in the City.
- Focus on upholding Treaty obligations through engagement and consultation.
- Focus on strengthening our relationship with the Mississaugas of the Credit, Six Nations of the Grand River, the Haudenosaunee Confederacy and the Huron-Wendat Nation and our Indigenous Residents.

“Reconciliation cannot happen without truth-telling, and we are still very much in the truth-telling part of it” Jesse Wentle

We have to learn how to talk to, and about, each other, with greater respect than has been the case in the past. We may not achieve reconciliation within my lifetime, or within the lifetime of my children, but we will be able to achieve it if we all commit to working towards it properly.”

Sen. Murray Sinclair

Indigenous Peoples, Settlers and Treaties



- **Indigenous Peoples** have occupied the lands which make up the City of Mississauga since time immemorial.
- **Indigenous Communities** have **specific and inherent rights** under Federal and Provincial Legislation- Aboriginal Rights-supported through Treaties and Section 35 of the Constitution Act and are the only people recognized as such.
- Indigenous Peoples are rights holders. They should not be considered under EDI perspectives, but should be considered separately; primarily, and respectfully
- **Settlers** are all non-Indigenous Canadians and residents.
- The relationship between Indigenous Peoples and Canada are governed by Treaties; agreements in which land was opened for development with rights of access and ownership upheld and recognized.

Indigenous Relations at the City of Mississauga

Established in 2020, the Indigenous Relations team is part of the larger Indigenous Relations, Heritage and Museums team, in the Parks, Forestry and Environment Division in Community Services.

Our Mandate is to advise and guide Mayor, Council, Leadership and all staff City-wide on Reconciliation and Duty to Consult and Engage. We also manage the relationship between Indigenous Nations and communities and the City.

Team: Becky Laforme, Liaison, Indigenous Relations
John Dunlop, Manager, Indigenous Relations, Heritage and Museums

Consultation and Engagement

There are multiple Federal and Provincial regulations and legislation which require consultation or engagement on projects such as;

- Infrastructure,
- Planning and development,
- Environment, including water and other climate initiatives,
- Heritage and archaeology,
- Corporate Policies and training.

Awareness- Days of Significance

- Missing and Murdered Indigenous Women, Girls and Two-Spirit Awareness Day
- National Indigenous Peoples Day
- National Day for Truth and Reconciliation



National Day
for **Truth and Reconciliation**



Programming for each day involved engagement and partnerships with the Mississaugas of the Credit and saw over 20,000 unique engagements online and in person.



Indigenous Place making

City Initiatives over the past year have included partnering with MCFN on the Moccasin Identifier, public art projects in the Port Credit area, and leasing opportunities for the Peel Indigenous Network in Clarke Hall.



Reconciliation and Responsibilities- City of Mississauga

Calls to Action

There are **8 Calls to Action** specific to the mandates of the City of Mississauga and including:

#43 United Nations Declaration on the Rights of Indigenous Peoples,

#45 Treaty Relationships,

#55 National Council for Reconciliation,

#57 Indigenous Education of Public Servants,

#80 Recognition of Indigenous Holidays,

#87& 88, Indigenous Athletes,

#92, Indigenous Business Opportunities

Recommendation to recognize the United Nations Declaration on the Rights of Indigenous Peoples in line with recent Federal Legislation.

Recommendation to submit the Reconciliation Report to the National Centre of Truth and Reconciliation.

Reconciliation and Responsibilities- City of Mississauga

Calls to Action

There are an addition **4 Calls to Action** specific to the mandates of the City of Mississauga and including:

#3 Jordan's Principle,

#20 Access to Health Services,

#41 Missing and Murdered Indigenous Women and Children,

#94 Oath of Citizenship

Truth and Reconciliation for Justice and Understanding

Continuing on the Calls to Action:

- The City is continuing economic development and procurement work with MCFN, Six Nations and other Indigenous communities.
- Continuing to create place making opportunities and raising awareness.
- Honouring the Treaties through engagement and consultation, adhering to recent and continued legislative change

Future Directions Recommendations

- Identify new opportunities to incorporate histories, traditions, interests and art forms from the cultures representative of the lands and peoples of Mississauga in culture programs and exhibitions.
- Create a Reconciliation Plan that provides policy and protocol related to the relationships and rights with the Urban Indigenous population and our Treaty and Traditional territory partners.

Thank you, Miigwetch, Sekoh, Tiawenhk

Indigenous Peoples have faced the greatest erasure in highly developed urban environments, most especially within the GTA.

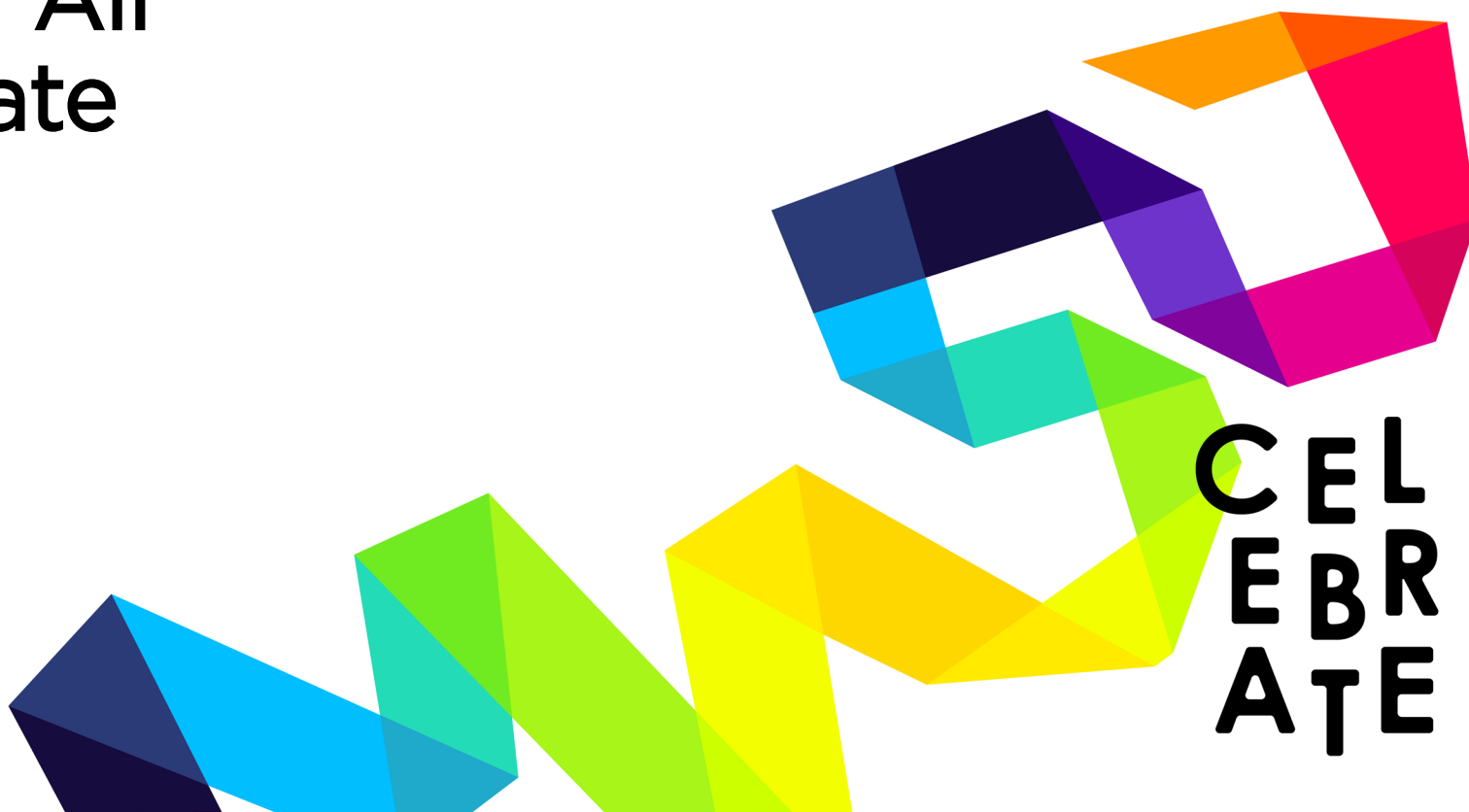
Reconciliation is only possible through recognition of this erasure and seeking solutions.



Mississauga For All Campaign Update

CRDHAC

September 11, 2024



CELEBRATE

Background

- Mississauga staff joined Peel Regional Police: Countering Hate Committee in February 2024
- Countering Hate Committee developed curriculum to educate community on hate and how to report it
- In February 2024, staff recommended developing a Mississauga-specific campaign
- Countering Hate Committee curriculum delivered to the CRDHAC members in July 2024 (second session in September)



Peel Police Hate-Motivated Crime Data

- Peel Police presented updated hate-motivated crime data at the May 15, 2024 CRDHAC
- Significant increase in reported crimes motivated by race/nationality, religion, and sexual orientation
- Need to address these crimes and negative sentiment in the community

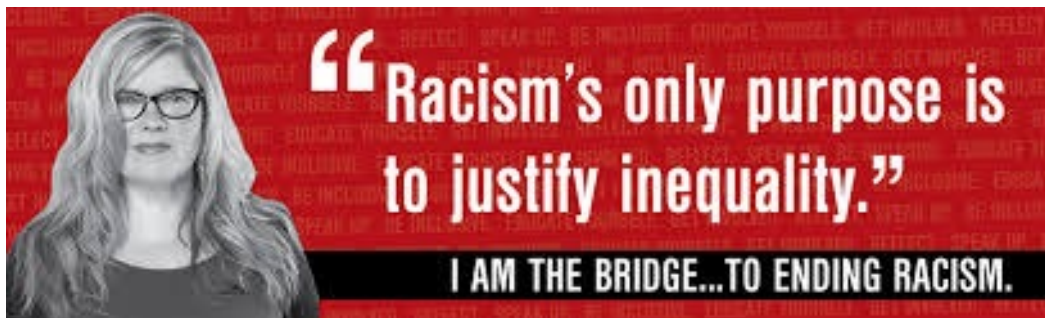
“Mississauga For All”

- Mississauga city-specific campaign to:
 - Promote unity
 - Address discrimination, racism and hate
- Examples of municipal initiatives:
 - Toronto for All
 - Hate has no home in York Region
 - Vancouver Anti-Racism Collective
 - Saskatoon’s “I am the Bridge”
 - Hamilton’s “Hate Prevention and Mitigation”
 - Strathmore’s “I Say No to Racism”

Examples



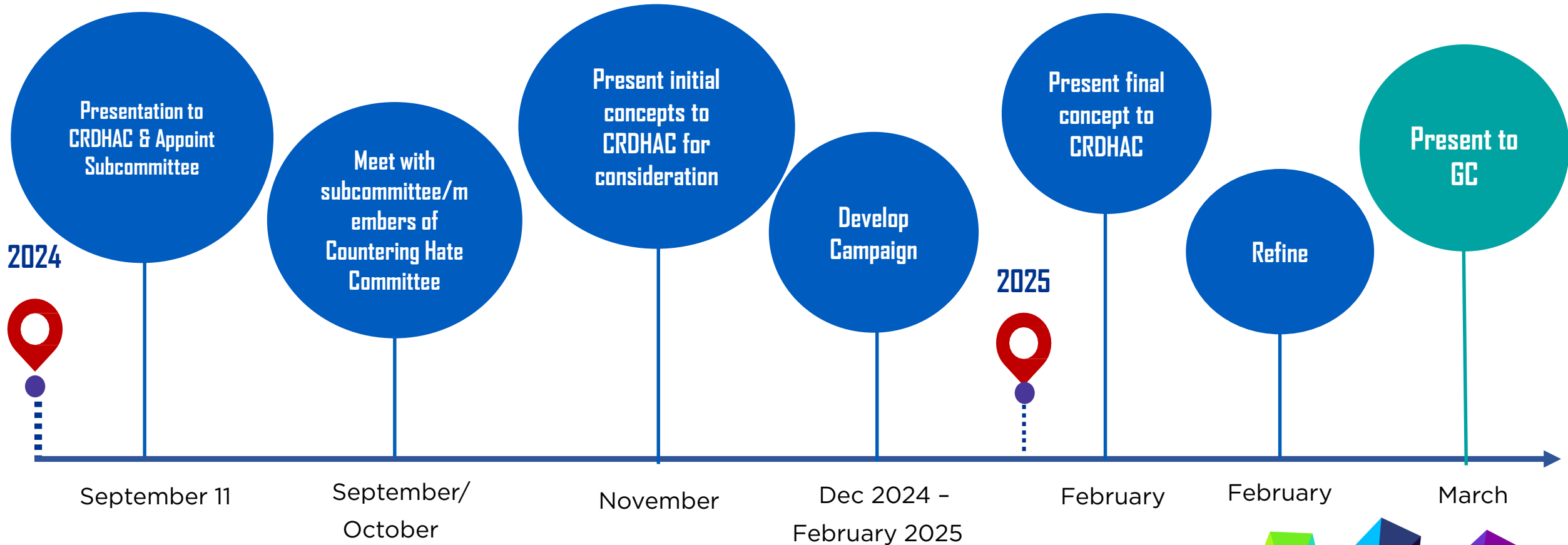
TORONTO toronto.ca/torontoforall NATIONAL OFFICIAL OF PARLIAM IN ALL PART



Next Steps

- Request a subcommittee of CRDHC members to work to shape this campaign
- Engage community groups, including those on the PRP Countering Hate Committee
- Bring a recommended approach to November CRDHC meeting

Timeline



Questions?



Combating Racism, Discrimination, and Hatred Advisory Committee Work Plan 2023-2026

Work Plan Item	Team	Primary Actions	Date	Comments
Review Annual EDI Progress Report	City Staff CRDHAC Members	City Staff deputation on current status of Annual EDI Progress Report	Fall 2024	
		CRDHAC Members to review final draft of Annual EDI Progress Report	Q1 2025	
Assist in the Development of the new Corporate Anti-Racism and Oppression Strategy	Consultants City Staff CRDHAC Members	Consultation with CRDHAC members	Fall 2024	Scheduled for September 12, 2024
		CRDHAC Members to review final draft of the Corporate Anti-Racism and Oppression Strategy	Q2 2025	
Equitable Engagement at the City	Consultants City Staff CRDHAC Members	City Staff to present a coordinated corporate-wide Equitable Engagement framework	Fall 2024	
		Consultants to present and elicit feedback from CRDHAC Members on the Equitable Engagement Charter and Action Plan	Q1 2025	
Develop a Public Awareness/Information/Education Campaign to Combat Hate, Racism and Discrimination in our Community	City Staff CRDHAC Members Community Organizations	CRDHAC Interfaith Prayer Working Group Event	Q4 2024	
		CRDHAC Workshop session for CRDHAC members to provide best practices, resources, and strategies for the design and development of the campaign	Fall 2024	
Deputations	City Staff CRDHAC Members	Annual Status Update to the City's Multi-Year Accessibility Plan	Fall 2024	
		City of Mississauga Reconciliation Plan	Q1 2025	Scheduled for September 11, 2024
		EDI Learning Plan - HR	Q1 2025	

From: [REDACTED]
To: [Eglantina Gondia](#)
Subject: [EXTERNAL] RE: Mid-Term Point Citizen Appointments - Co-Chair Role
Date: Thursday, September 5, 2024 1:47:42 PM
Attachments: [image001.png](#)

[CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.]

Dear Eglantina,

I am writing to inform you that due to recent additional leadership responsibilities and my commencement of further executive education studies, I have decided it is in the best interest of the group for me to step down from my role as Co-Chair.

While I have greatly enjoyed and benefited from my time in this role, I believe that stepping down will allow me to fully commit to my new responsibilities and ensure that I do not disappoint members in receiving the support they deserve. I would like to continue to serve as a member and contribute to the group in that capacity.

Serving as Co-Chair has been a valuable experience, and I sincerely hope to have the opportunity to return to a leadership role in the near future.

Thank you for your understanding and support.
Best regards,

Pamela Gunn
