
Diversity and Inclusion Advisory Committee

Date: December 2, 2020
Time: 6:30 PM
Location: Online Video Conference

Members

Mayor Bonnie Crombie	Mayor
Councillor Ron Starr	Ward 6
Councillor Sue McFadden	Ward 10
Abdul Qayyum Mufti	Citizen Member
Bhagwan (Gary) Grewal	Citizen Member
Brad Bass	Citizen Member
Cindy Stevens	Citizen Member
Denise Gordon-Mohamud	Citizen Member
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 or call 905-615-3200 ext. 4915 by Tuesday, December 1, 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 or call 905-615-3200 ext. 4915 by Tuesday, December 1, 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

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 - October 14, 2020

5. DEPUTATIONS

5.1. Mayor Crombie regarding an update on anti-Black racism and discrimination in Mississauga

5.2. Lori Kelly, Director, Human Resources and Robert Trewartha, Director, Strategic Initiatives regarding an update on the City's anti-Black racism and discrimination initiatives

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 - Nil

8. INFORMATION ITEMS - Nil

9. OTHER BUSINESS

10. DATE OF NEXT MEETING - February 10, 2021

11. ADJOURNMENT

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
Members Absent	Raihanna Hirji-Khalfan	Citizen Member

1. CALL TO ORDER – 6:32 AM

2. APPROVAL OF AGENDA

Councillor Starr noted the following addition to the agenda under information items:

- Email dated October 14, 2020 from Laurel Shut, Manager, Corporate And Department Communications and Kirsten Barnes, Advisor, Community Safety and Wellbeing, Region of Peel regarding feedback on the Region of Peel's Family and Intimate Partner Violence Awareness Campaign

Approved, as amended (A. Mufti)

3. DECLARATION OF CONFLICT OF INTEREST - Nil

4. MINUTES OF PREVIOUS MEETING

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

Approved (J. He)

5. DEPUTATIONS

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

John Dunlop, Manager, Heritage Planning & Indigenous Relations provided an update on Indigenous Relations and advised the committee of the City's 3 pillar system which focuses on friendship/protocol, programming/people and planning/resources.

Committee members engaged in discussion and inquired about the City's long term goals for Indigenous Relations. Mr. Dunlop advised that the City is still in the early stages and would be working on ensuring coordination of engagement and consultation actions with Indigenous communities.

RECOMMENDATION DIAC-0006-2020

That the deputation from John Dunlop, Manager, Heritage Planning and Indigenous Relations regarding Strengthening the Indigenous Relations Process in the City of Mississauga be received.

Approved (C. Stevens)

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

Alexandra Schwenger, Policy Analyst provided an update on the Noise Control Program Review with respect to broadcasting audible expressions of faith and spoke to the community engagement, survey results, and key findings. Ms. Schwenger provided the following options to the committee for consideration:

- Option 1: Allowing general prohibitions and exemptions

- Option 2: Allowing general prohibitions and not allowing exemptions
- Option 3: Not allowing general prohibitions or exemptions

Sam Rogers, Director, Enforcement advised that staff recommend option 1. Mr. Rogers advised that staff would be seeking funding to consult with an acoustic engineer to complete a decibel study. Mr. Rogers advised that staff would then plan to amend the by-law as the decibel study would supplement the objection process.

Committee Members engaged in discussion and enquired about community feedback and complaints. Mr. Rogers advised no complaints were received with respect to the previous Noise Control By-law exemptions.

RECOMMENDATION DIAC-0007-2020

1. That the deputation from Alexandra Schwenger, Policy Analyst and Sam Rogers, Director, Enforcement regarding the Noise Control By-law Review be received;
2. That the Diversity and Inclusion Advisory Committee support the proposed amendments to the Noise Control By-law allowing general prohibitions and exemptions with respect to audible expressions of faith and that staff report back to a future General Committee meeting.

Approved (A. Mufti)

6. PUBLIC QUESTION PERIOD - 15 Minute Limit

Sue Shanly, Resident noted that MIRANET had engaged in discussion on Noise Control By-law concerns and advised that all faith based groups should be treated equally. Sam Rogers, Director, Enforcement advised that enforcement staff had been in consultation with legal services staff to ensure that the proposed changes to the Noise Control By-law are in compliance with the Canadian Charter of Rights and Freedoms.

Peter Francis, Resident inquired about the previous Noise Control By-law exemptions. Mr. Rogers advised that the by-law only permits audible sound until 5:00 PM and that the previous exemption requests were to extend the permitted time past 5:00 PM.

Alex Malek, Resident was scheduled to speak during public question period, however he was experiencing technical difficulties and was advised to send his comments directly to staff.

7. MATTERS TO BE CONSIDERED

7.1 Call for Curator for a Community Art Project

Lisa Abbott, Manager, Museums of Mississauga & SAIB advised that Museums of Mississauga was seeking one member of the Diversity and Inclusion Advisory Committee (DIAC) to review proposals and make recommendations for a Community Art Project. Ms. Abbott advised that this project would be 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. Irfan Malik, Josephine Bau and Brad Bass volunteered to represent DIAC with respect to this project.

RECOMMENDATION DIAC-0008-2020

That the memorandum dated October 8, 2020 from Lisa Abbott, Manager, Museums and Small Arms Building entitled “Call for Curator for a Community Art Project” be received.

Received (J. He)

8. INFORMATION ITEMS

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

The Mayor introduced Sara Alimardani, Senior Stakeholder Relations Advisor. Ms. Alimardani provided the committee with an update on some of the work that had been done since Resolution 0207-2020 was adopted by Council. Ms. Alimardani advised that there had been a number of stakeholder conferences with the Peel Regional Police that discussed police reforms, police accountability and body worn cameras. Ms. Alimardani advised that the next steps would be to establish the black caucus and noted that outreach was currently taking place. Ms. Alimardani advised that staff would be coming back to the Diversity and Inclusion Advisory Committee (DIAC) to propose amending the DIAC terms of reference to include anti-racism.

RECOMMENDATION DIAC-0009-2020

That Resolution 0207-2020 dated June 24, 2020 addressing anti-Black and Indigenous racism and discrimination in Mississauga be received.

Received (C. Stevens)

8.2 2021 Diversity and Inclusion Advisory Committee Meeting Schedule

No discussion took place regarding this item.

RECOMMENDATION DIAC-0010-2020

That the memorandum dated September 28, 2020 from Megan Piercey, Legislative Coordinator entitled “2021 Diversity and Inclusion Advisory Committee Meeting Schedule” be received.

Received (Councillor S. McFadden)

8.3 Email dated October 14, 2020 from Laurel Shut, Manager, Corporate and Department Communications and Kirsten Barnes, Advisor, Community Safety and Wellbeing, Region of Peel regarding feedback on the Region of Peel’s Family and Intimate Partner Violence Awareness Campaign

Megan Piercey, Legislative Coordinator advised that committee members received this email prior to the meeting and that members could reach out to Kirsten Barnes, Advisor,

Community Safety and Wellbeing, Region of Peel regarding their feedback on the Region of Peel's Family and Intimate Partner Violence Awareness Campaign.

RECOMMENDATION DIAC-0011-2020

That the email dated October 14, 2020 from Laurel Shut, Manager, Corporate and Department Communications and Kirsten Barnes, Advisor, Community Safety and Wellbeing, Region of Peel regarding feedback on the Region of Peel's Family and Intimate Partner Violence Awareness Campaign be received.

Received (I. Malik)

9. OTHER BUSINESS

A. Q. Mufti, Citizen Member advised that a volunteer at the International Muslim Organization (IMO) Mosque in Toronto was killed and that the Mosque was closed due to receiving a threatening letter. Mr. Mufti noted that he had drafted a motion with respect to this matter. Councillor Starr advised Mr. Mufti to send his draft motion to staff so that it could be brought directly to Council.

10. DATE OF NEXT MEETING - December 2, 2020

11. ADJOURNMENT – 8:17 PM (B. Bass)