

## Diversity and Inclusion Advisory Committee

**Date:** February 10, 2021  
**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 and/or via Telephone

Advance registration is required to attend, participate and/or make a comment in the virtual meeting.

**Questions for Public Question Period are required to be provided to Clerk's staff at least 24 hours in an advance of the meeting.** Any materials you wish to show the Committee during your presentation must be provided as an attachment to the email. Links to cloud services will not be accepted. Comments submitted will be considered as public information and entered into public record. **Please note the Diversity and Inclusion Advisory Committee will not be streamed or video posted afterwards.**

To register, please email [megan.piercey@mississauga.ca](mailto:megan.piercey@mississauga.ca) and for Residents without access to the internet via computer, smartphone or tablet, can register by calling Megan Piercey at 905-615-3200 ext.4915 no later than Monday, February 8, 2021 before 4:00PM. You will be provided with directions on how to participate from Clerks' staff.

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 - December 2, 2020

5. DEPUTATIONS

- 5.1. Lindsay Francini, Supervisor, Employee Communications and Events regarding a Community Recognition Policy Review

6. PUBLIC QUESTION PERIOD - 15 Minute Limit

**Public Comments:** Advance registration is required to participate and/or to make comments in the virtual public meeting. Any member of the public interested in speaking to an item listed on the agenda must register by calling 905-615-3200 ext. 4915 or by emailing [megan.piercey@mississauga.ca](mailto:megan.piercey@mississauga.ca) by Monday, February 8, 2021 before 4:00PM.

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. Questions shall 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 public question period time is 15 minutes maximum and shall not be extended by the Chair; and
4. Any response not provided at the meeting will be provided in the format of a written response.

7. CONSENT AGENDA
8. MATTERS TO BE CONSIDERED - Nil
9. INFORMATION ITEMS - Nil
10. OTHER BUSINESS
11. DATE OF NEXT MEETING - May 12, 2021
12. ADJOURNMENT

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## Diversity and Inclusion Advisory Committee

**Date:** December 2, 2020  
**Time:** 6:31 PM  
**Location:** Online Video Conference

**Members Present**

Mayor Bonnie Crombie	Mayor (arrived 6:35 PM)
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
Denise Gordon-Mohamud	Citizen Member (Vice-Chair)
Hanoz Kapadia	Citizen Member
Irfan Malik	Citizen Member
Jo-Anne Beggs	Citizen Member (departed 7:32 PM)
John Henry He	Citizen Member
Josephine Bau	Citizen Member
Kaukab Usman	Citizen Member
Raihanna Hirji-Khalfan	Citizen Member

**Members Absent**

Cindy Stevens	Citizen Member
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**Staff Present**

Gary Kent, Commissioner, Corporate Services and CFO  
Lori Kelly, Director, Human Resources  
Robert Trewartha, Director, Strategic Initiatives  
Diana Rusnov, Director, Legislative Services and City Clerk  
Sacha Smith, Manager, Legislative Services and Deputy Clerk  
Megan Piercey, Legislative Coordinator

1. CALL TO ORDER - 6:31 PM

2. APPROVAL OF AGENDA

Approved (D. Gordon-Mohamud)

3. DECLARATION OF CONFLICT OF INTEREST

4. MINUTES OF PREVIOUS MEETING

4.1 Diversity and Inclusion Advisory Committee Minutes - October 14, 2020

Approved (I. Malik)

5. DEPUTATIONS

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

This item was discussed with after item 5.2.

Mayor Crombie provided a presentation on anti-Black racism and discrimination in Mississauga, which included the following subject matters:

- The Mayor's Black Caucus Members;
- The Regional Council Motion on Special Investigations Unit (SIU) Police reform;
- The Memorandum of Understanding (MOU) signed by The Ontario Human Rights Commission (OHRC), the Peel Regional Police (PRP) and its Board (PRPSB);
- Body-worn cameras; and
- The School Resource Officer (SRO) program suspension

Members of the Committee inquired about the Mayor's Black Caucus Members with respect to their backgrounds, LGBTQ+ representation and if the members were all residents of Mississauga.

RECOMMENDATION DIAC-0012-2020

Moved by G. Grewal

That the deputation from Mayor Crombie regarding an update on anti-Black racism and discrimination in Mississauga be received.

Received

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

This item was discussed before item 5.1.

Mayor Crombie arrived at 6:35 PM.

Lori Kelly, Director, Human Resources and Robert Trewartha, Director, Strategic Initiatives provided a presentation on the City's completed actions for equity, diversity and inclusion in 2020, which included the following:

- Workforce Diversity and Inclusion Strategy;
- City Managers Actions from the Anti-Black and Indigenous Racism Motion;
- Focus Groups with Black Employees and Allies;
- Anti-Black Racism toolkit;
- Equity, Diversity & Inclusion Portfolio Review; and
- Diversity & Inclusion Census Survey.

Committee Members engaged in discussion and inquired about the implementation of the Anti-Black Racism toolkit, the percentage of black employees within the Corporation and how the City would measure their progress. Ms. Kelly and Mr. Trewartha advised that the use of the toolkit on the City's internal website was being monitored and noted that the results of the survey would help determine the representation of diversity within the Corporation. Ms. Kelly and Mr. Trewartha also noted that staff planned to continue benchmarking by completing the survey again and by continuing to conduct focus groups.

RECOMMENDATION DIAC-0013-2020

Moved by (D. Gordon-Mohamud)

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

Received

6. PUBLIC QUESTION PERIOD - 15 Minute Limit

Jo-Anne Beggs, Citizen Member departed at 7:32 PM.

Shoaib Ahmed, Resident noted support for the City's completed actions for equity, diversity and inclusion.

Zamal Whyte, Resident inquired about the black community leaders meeting held in the previous month. Mayor Crombie advised that 1700 people were on the call and that the leaders were representative of the population of the Region of Peel.

Norman James, Resident inquired if the Anti-Black Racism toolkit was available to the public. Lori Kelly, Director, Human Resources advised that the toolkit was available for all for City employees, as it provided resources intended to support employees in advancing anti-racism in the workplace.

Melanie Botembe, Resident inquired about the 2021 budget with respect to how much funding would be allocated to the anti-Black racism crisis and where the funding would come from. Ms. Kelly advised that the work was being lead by internal staff and noted

the current budget allows for the actions to be completed without the need for additional funding.

Catherine Soplet, Resident inquired if the Diversity and Inclusion Advisory Committee could review a delegation to the Region of Peel which was a proof-of-concept to address the crises of climate change, racism and COVID-19. Diana Rusnov, Director, Legislative Services and City Clerk advised Ms. Soplet to provide her with the appropriate information to review her request. Brad Bass, Citizen Member offered his assistance to review the information provided by Ms. Soplet.

7. MATTERS TO BE CONSIDERED - Nil
8. INFORMATION ITEMS - Nil
9. OTHER BUSINESS - Nil
10. DATE OF NEXT MEETING - February 10, 2021
11. ADJOURNMENT - 7:53 PM (Councillor Starr)

# Community Recognition Policy: National Flag Raisings

Diversity and Inclusion Advisory  
Committee – February 10, 2021

# Background

- The Community Recognition Program is intended to raise awareness and encourage participation in:
  - fundraising initiatives
  - public awareness campaigns
  - cultural, sport and entertainment activities that foster a spirit of community and contribute to enriching the quality of life in Mississauga
- Following a successful pilot program, the Community Recognition corporate policy was formally introduced in 2017 and includes criteria for Civic Centre clock tower lightings and flag raisings.



# Policy review – why now?

- Growing in popularity
  - Since 2015, the City has held 60 community flag raisings and 252 clock tower lightings.
- Learning from experience
  - Review includes housekeeping items and streamlined process updates
- Addressing contentious requests
  - From time to time, the City receives requests from community groups that prove to be contentious in nature, most often related to the raising of national flags

## Benchmarking – large Canadian cities

- Almost all have a similar recognition program
- Challenges with national flag raising requests are a common point of contention
- Most programs include a disclaimer allowing a right to refuse requests based on political unrest or conflict in that country
- Following a review, Edmonton discontinued their flag raising program

# National Flag Raisings

- While most national flag raisings are peaceful, they have occasionally proven to divide the community or raise concerns
- At times, it has been difficult for staff to evaluate requests against policy criteria while balancing the potential for a negative community response
- Contention is most often based on current or past political or social issues associated with the national flag in question
- Since 2015, the City has received six requests that have proven to be contentious; five of these were national flag raisings

# Criteria – National Flag Raisings

- Group/organization is a registered charity not-for-profit. Charities must include nine-digit registration number.
- Group must have a presence in Canada.
- Flag must represent a nation whose flag is recognized by Global Affairs Canada.
- Group/organization's core values do not conflict with the City's core values, vision or strategic goals or do not adversely impact on the City's identity.

# Criteria Continued

- In addition, the community recognition request:
  - May not be in conflict with any applicable laws, City by-laws or policies
  - Does not advance the political interest of any particular party or group
  - Does not have the potential to incite violence and hatred
  - Does not present demeaning/derogatory portrayals of individuals/groups
  - Is not of questionable taste in style, substance or presentation method
  - Does not minimize/detract from the image of the City or its employees
  - Is not a matter that represents personal conviction

# National Flags

**RECOMMENDATION: Continue to offer community flag raisings with an updated request process and decision-making model for national flags**

- With this option, community groups would be asked to submit their requests for national flag raisings for the upcoming calendar year by November/December. Staff would compile these requests into a corporate report that will be shared annually with Council for approval.
- Any requests for national flag raisings received after the report has been approved must receive Council approval.
- This option would ensure that staff, Council and community groups have clarity on which national flags will be raised throughout the year

## Next Steps

- ✓ Pending input from DIAC, staff will update the corporate report accordingly for Council approval
- ✓ Report targeted at General Committee – March 10
- ✓ Pending the direction of Council, staff will update the Community Recognition policy accordingly