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## Diversity and Inclusion Advisory Committee

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

<b>Members Present</b>	Mayor Bonnie Crombie	Mayor (arrived 6:35 PM)
	Councillor Ron Starr	Ward 6 (Co-Chair)
	Councillor Sue McFadden	Ward 10 (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
<b>Members Absent</b>	Raihanna Hirji-Khalkan	Citizen Member
	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 form 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)