
Diversity and Inclusion Advisory Committee

Date: May 12, 2021
Time: 6:32 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
Denise Gordon-Mohamud	Citizen Member (Vice-Chair)
Hanoz Kapadia	Citizen Member
John Henry He	Citizen Member
Josephine Bau	Citizen Member
Kaukab Usman	Citizen Member

Members Absent

Irfan Malik	Citizen Member
Raihanna Hirji-Khalfan	Citizen member

Staff Present

Shawn Slack, Acting Commissioner Corporate Services & CFO
 Robert Trewartha, Director, Strategic Initiatives
 Lori Kelly, Director of Human Resources
 Uzma Shakir, Strategic Leader Diversity and Inclusion
 Diana Rusnov, Director, Legislative Services and City Clerk
 Sacha Smith, Manager, Legislative Services and Deputy Clerk
 Michelle Sanstra, Legislative Coordinator
 Megan Piercey, Legislative Coordinator

1. CALL TO ORDER - 6:31PM

2. APPROVAL OF AGENDA

Approved By: G. Grewal

3. DECLARATION OF CONFLICT OF INTEREST

4. MINUTES OF PREVIOUS MEETING

4.1 Diversity and Inclusion Advisory Committee Minutes - February 10, 2021

Approved (D.Gordon-Mohamud)

5. DEPUTATIONS

5.1 Robert Trewartha, Director, Strategic Initiatives regarding the City's Employee Diversity and Inclusion Survey Results

Robert Trewartha, Director of Strategic Initiatives, provided a presentation on the Workforce Diversity and Inclusion Employee Survey Results and spoke to the background, the demographics, the perceptions of diversity and inclusivity, key takeaways and the next steps.

Committee Members engaged in discussion and inquired further about action items, Key Performance Indicator (KPI's), future surveys, systemic barriers, succession planning and sensitivity training for staff.

Councillor McFadden welcomed Uzma Shakir, Diversity and Inclusion Strategic Leader, City Manager Office, to the City of Mississauga. Councillor McFadden inquired about possible amendments to the Committee's Terms of Reference based on the data collected through the survey.

RECOMMENDATION DIAC-0003-2021

Moved By Councillor S. McFadden

That the deputation and the associated presentation from Robert Trewartha, Director, Strategic Initiatives regarding the City's Employee Diversity and Inclusion Survey Results be received.

Carried

6. PUBLIC QUESTION PERIOD - 15 Minute Limit

No members of the public registered to speak during public question period.

7. CONSENT AGENDA - Nil

8. MATTERS TO BE CONSIDERED - Nil.

9. INFORMATION ITEMS

9.1 Resignation Email From Cindy Stevens, Citizen Member, Diversity and Inclusion Advisory Committee

RECOMMENDATION DIAC-0004-2021

Moved By Councillor S. McFadden

1. That the email dated April 17, 2021, from Cindy Stevens, Citizen Member with respect to her resignation from the Diversity and Inclusion Advisory Committee received.
2. That due to the resignation of Cindy Stevens, a vacancy exists on the Diversity and Inclusion Advisory Committee, and that the City Clerk be directed to fill the vacancy in accordance with the Corporate Policy #02-01-01 on Citizen Appointments to Committees, Boards and Authorities.

Carried

10. OTHER BUSINESS

Josephine Bau advised the Committee that the month of May is Asian and South Asian Heritage Month. She also spoke to the number of reported Asian hate crime incidents that have taken place in the City of Mississauga and inquired about the repercussions of such behaviours. Mayor Crombie responded that the City is currently creating a committee on how to address Anti-Asian hate.

A.Q Mufti shared the news that the Muslim Community launched a campaign to raise money for the Trillium Health Partners in Mississauga, and spoke to its current status.

11. DATE OF NEXT MEETING - September 8, 2021 has been rescheduled to October 20, 2021 – Via Online Video Conference

12. ADJOURNMENT - 7:38 PM (A.Q. Mufti)