



February 7th, 2022

Office of the Mayor & Council
300 City Centre Drive,
Mississauga, Ontario
L5B 3C1

Re: Former Councillor, Karen Ras Resignation & Harassment at Council

We represent the membership of city-affiliated ratepayer and resident associations located in south Mississauga. Collectively, we are deeply concerned with information that has come to light and resulted in the resignation of former Ward 2 Councillor, Karen Ras.

As affiliated groups, we are bound by the city's requirement to maintain a code of conduct, signed annually to remain in good standing. In short, this stipulates that harassment should not be ignored, tolerated, or condoned at any level. Also, that we have a process in place to deal with such instances.

Further, we trust that each Councilor is elected to represent and speak on behalf of the residents of their ward. However, knowing they may be bullied or harassed into making decisions that are not in the best interests of their constituents, brings with it a measure of unease.

This lack of an enforced review process causes matters of this nature to remain unaddressed and thereby perpetuates a working culture that is void of the integrity we expect from our elected officials. As a result, we feel obliged to not only voice our concerns but also the outrage of our residents. We urge you to acknowledge the pressing need to reestablish trust, transparency, and responsibility in our Council.

Help us to understand how the Integrity Commissioner has the authority to dismiss an allegation or request to investigate any matter without having first conducted a thorough preliminary review - particularly as in this instance, where repeated events have occurred and been reported over a two-year period.

At this highest level, we expect that city staff reintroduce their code of conduct as it relates to workplace harassment and that a whistleblower policy is put in place for the Mayor and all Councilors. One that follows proper governance and ethical organizational culture as is commonplace for any corporate environment.

Municipal government is the bedrock of Canadian democracy. It affects the daily lives of present and future residents and citizens. If malicious behavior is ignored or tolerated, it erodes confidence in our entire system.

In closing, it is disappointing to know that Councilor Ras stood alone, with no colleague support. Ultimately, this is a huge loss to Ward 2, the residents of Mississauga and to Council itself.

Sincerely,

Beryl Chamberlain, President
Applewood Acres Homeowners Association

Deborah Goss, President
Lakeview Ratepayers Association

Mary Furlin, Chair
Credit Reserve Association

Mary Simpson, President
Town of Port Credit Association (TOPCA)

cc: Councillors: Stephen Dasko (Ward 1), Chris Fonseca (Ward 3), John Kovac (Ward 4), Carolyn Parrish (Ward 5), Ron Starr (Ward 6), Dipika Damerla (Ward 7), Matt Mahoney (Ward 8), Pat Saito (Ward 9), Sue McFadden (Ward 10), George Carlson (Ward 11)