

City of Mississauga
Corporate Report



Date: 2024/04/05	Originator's files: File names
To: Chairs and Members of Combating Racism, Discrimination and Hatred Advisory Committee	
From: Rob Trewartha Director, Strategic Communications and Initiatives	Meeting date: 2024-05-15

Subject

Combating Racism, Discrimination and Hatred Advisory Committee Work Plan (2023-2026)

Recommendations

That the Combating Racism, Discrimination and Hatred Advisory Committee endorse the recommended work plan items in the report titled, "Combating Racism, Discrimination and Hatred Advisory Committee Work Plan (2023-2026)."

Executive Summary

- In October 2023, Combating Racism, Discrimination and Hatred Advisory Committee members undertook a work planning discussion.
- Members of the Committee identified seven broad areas of interest, namely: Human Resources practices; accessibility; Indigenous Relations; communication and support for residents; equitable engagement; key performance indicators and data on Equity, Diversity and Inclusion (EDI); monitoring hate/racism.
- Staff recommend Committee to guide five areas of EDI corporate work: annual EDI progress report; development of the Anti Racism Anti Oppression Strategy; development of Equitable Engagement Strategy; public awareness/information/education campaign to combat hate, racism and discrimination; any items staff bring to the Committee.

Background

On October 24, 2023, the Combating Racism, Discrimination and Hatred Advisory Committee (CRDHAC) conducted a facilitated work planning session to guide its work for the duration of its tenure. The group discussion took place around the 4 themes under which the City's EDI staff have been reporting on the progress of their work to Council each year, namely:

- Supporting Change - *Focus Question*:
 - How might we introduce systemic change within the City of Mississauga to

support Combating Racism, Discrimination and Hatred?

- Developing Policy and Governance - *Focus Question:*
 - How might we influence policy & governance within the City of Mississauga to Combat Racism, Discrimination and Hatred?
- Supporting a Culture of EDI Learning & Development - *Focus Question:*
 - How might we provide awareness, tools and training to staff and the public that addresses Racism, Discrimination and Hatred?
- Identifying and Addressing Systemic Barriers - *Focus Question:*
 - How might we address **systemic barriers** in terms of Combating Racism, Discrimination and Hatred internally and externally at the City?

Members of the Committee identified the following topics of interest for their work plan (see Appendix 1 for detailed notes):

- Human Resources practices
- Accessibility initiatives
- Indigenous Relations
- Communication and support for residents
- Equitable community engagement
- KPIs and Data
- Monitoring Racism/Hate

Based on the feedback from the members of the committee, staff have prepared a work plan for the Committee's next two years of work. Staff recommend the following items form the work plan of the CRDHAC over the next two years of the Committee's mandate:

Review the Annual EDI Progress Report

Each year the City's EDI Community of Practice (comprising of Strategic Communications and Initiatives; Human Resources; Facilities and Property Management and Indigenous Relations Heritage and Museums) prepares an annual Progress Report to Council. Staff recommend that the report be brought to CRDHAC for its feedback before it goes to Council.

Assist in the Development of the new Corporate Anti-Racism and Oppression Strategy

The City has retained a third-party consultant to develop its first Anti Racism Anti Oppression Strategy (ARAO) with a 6-year Action Plan that includes vision/values/principles, EDI Tools (including an Equity Lens Tool), Key Performance Indicators to measure progress and success. CRDHAC has been identified as a key partner in the development of the Strategy. Staff recommend for the Consultants to make a presentation to CRDHAC for feedback and to present

to it the final report. Furthermore, staff recommend that the CRDHAC be involved throughout the development of this strategy and review before finalized.

Shape Equitable Engagement at the City

The City's Engagement Community of Practice – staff from across the corporation who engage the public - is currently working to develop a co-ordinated standardized Equitable Engagement Framework for the City that all divisions can follow. The City's ARAO Strategy also includes an Equitable Engagement Charter as a deliverable. Staff recommend the Framework and Charter be reviewed by CRDHAC for feedback before it is completed.

Develop a Public Awareness/Information Campaign to Combat Hate, Racism and Discrimination in our Community

As per the February 7, 2024 staff report titled, 'Public Campaign on Anti-Hate and Racism', staff recommend that the CRDHAC assist staff in developing a robust and effective Hate/Racism/Discrimination awareness/information/education campaign, in conjunction with community partners and Peel Regional Police.

Staff Deputations

Staff recommend for the Committee to receive deputations from City staff on EDI related matters.

Financial Impact

There is no financial impact as a result of this report.

Conclusion

Staff recommend that the Combating Racism, Discrimination and Hatred Advisory Committee endorse the recommended work plan items in the report titled, "Combating Racism, Discrimination and Hatred Advisory Committee Work Plan (2023-2026)."

Attachments

Appendix 1: Work Plan Notes

Appendix 2: Combating Racism, Discrimination and Hatred Advisory Committee Work Plan 2023-2026



Combating Racism, Discrimination, and Hatred Advisory Committee

2024/05/15

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Originators files: File names

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