

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

Work Plan Item	Team	Primary Actions	Date	Comments
Review Annual EDI Progress Report	City Staff CRDHAC Members	City Staff deputation on current status of Annual EDI Progress Report	Fall 2024	
		CRDHAC Members to review final draft of Annual EDI Progress Report	Q1 2025	
Assist in the Development of the new Corporate Anti-Racism and Oppression Strategy	Consultants City Staff CRDHAC Members	Consultation with CRDHAC members	Fall 2024	
		CRDHAC Members to review final draft of the Corporate Anti-Racism and Oppression Strategy	Q2 2025	
Equitable Engagement at the City	Consultants City Staff CRDHAC Members	City Staff to present a coordinated corporate-wide Equitable Engagement framework	Fall 2024	
		Consultants to present and elicit feedback from CRDHAC Members on the Equitable Engagement Charter and Action Plan	Q1 2025	
Develop a Public Awareness/Information/Education Campaign to Combat Hate, Racism and Discrimination in our Community	City Staff CRDHAC Members Community Organizations	CRDHAC Interfaith Prayer Working Group Event	Q4 2024	
		CRDHAC Workshop session for CRDHAC members to provide best practices, resources, and strategies for the design and development of the campaign	Fall 2024	
Deputations	City Staff CRDHAC Members	Annual Status Update to the City's Multi-Year Accessibility Plan	Fall 2024	
		City of Mississauga Reconciliation Plan	Q1 2025	
		EDI Learning Plan - HR	Q1 2025	