
Combating Racism, Discrimination and Hatred Advisory Committee

Date: May 15, 2024
Time: 6:31 PM
Location: Council Chambers, Civic Centre, 2nd Floor
300 City Centre Drive, Mississauga, Ontario, L5B 3C1
and Online Video Conference

Members Present

Councillor Dipika Damerla	Ward 7 (Co-Chair)
Councillor Martin Reid	Ward 9
Pamela Gunn	Citizen Member (Co-Chair)
Emi Roni	Citizen Member
Joann De Murrell	Citizen Member
Michelle Eze	Citizen Member
Nicole Rye	Citizen Member
Samuel Cooper	Citizen Member
Shari Stoch	Citizen Member
Sonia Ojha	Citizen Member
Tony Oseivhi	Citizen Member

Members Absent

Councillor Alvin Tedjo	Ward 2
Abdul Qayyum Mufti	Citizen Member
Seshagiri Pingali	Citizen Member

Staff

Robert Trewartha, Director, Strategic Communications & Initiatives
Uzma Shakir, Strategic Leader, Diversity & Inclusion
Sacha Smith, Manager/Deputy Clerk, Secretariat and Access & Privacy
Eglantina Bacaj-Gondia, Legislative Coordinator

1. CALL TO ORDER

5.1

Pamela Gunn, Co-Chair called the meeting to order at 6:31 PM.

2. INDIGENOUS LAND STATEMENT

Pamela Gunn, Co-Chair recited the Indigenous Land Statement.

3. APPROVAL OF AGENDA

That the May 15, 2024 Combating Racism, Discrimination and Hatred Advisory Committee Agenda be approved.

Approved (Councillor M. Reid)

4. DECLARATION OF CONFLICT OF INTEREST

Nil

5. MINUTES OF PREVIOUS MEETING5.1 Combating Racism, Discrimination and Hatred Advisory Committee Minutes - February 20, 2024

That the February 20, 2024 Combating Racism, Discrimination and Hatred Advisory Committee Minutes, be approved as presented.

Approved (S. Cooper)

6. PRESENTATIONS - Nil7. DEPUTATIONS7.1 *Christopher Krause, Acting Inspector, Diversity, Equity & Inclusion - CSWB, Peel Regional Police regarding the 2023 Hate Crime Statistics

Christopher Krause, Acting Inspector, Diversity, Equity & Inclusion - CSWB, Peel Regional Police spoke to the 2023 Hate Crime Statistics.

Committee Members engaged in discussion, asking questions and commenting on the following:

- Hate crimes and hate incidences
- Universal social media hashtag
- Conveying messaging and training to youth in schools
- Psychological safety in reporting

C. Krause responded to inquiries and post-meeting, provided the Peel Regional Police Countering Hate Committee and Corporate Communications universal hashtag for awareness and consideration: #UnitedAgainstHate

Robert Trewartha, Director, Strategic Communications and Initiatives spoke to the Peel Regional Police Countering Hate training for Committee Members with the intention of incorporating feedback into the broader campaign of front-line and other appropriate City staff.

RECOMMENDATION CRDHAC-0006-2024

Moved By Emi Roni

That the deputation from Christopher Krause, Acting Inspector, Diversity, Equity & Inclusion - CSWB, Peel Regional Police regarding the 2023 Hate Crime Statistics, be received.

Received

7.2 Uzma Shakir, Strategic Leader of Diversity & Inclusion regarding the Combating Racism, Discrimination and Hatred Advisory Committee Work Plan

Uzma Shakir, Strategic Leader of Diversity & Inclusion spoke to the Combating Racism, Discrimination and Hatred Advisory Committee Work Plan, providing an overview of the prior year work planning session, interest areas, and recommended areas of focus.

RECOMMENDATION CRDHAC-0007-2024

Moved By Nicole Rye

That the deputation from Uzma Shakir, Strategic Leader of Diversity & Inclusion regarding the Combating Racism, Discrimination and Hatred Advisory Committee Work Plan, be received.

Received

8. PUBLIC QUESTION PERIOD - 15 Minute Limit

Glen Voakes, Resident asked the first question regarding item 7.1:

The report shows a 120% increase over the number of hate crimes against the Jewish community in 2022. Do the Police know where those crimes are coming from, what is causing the increase to the Jewish community, and what is in place to drive that percentage down?

Christopher Krause, Acting Inspector, Diversity, Equity & Inclusion - CSWB, Peel Regional Police responded noting the trend was affected by the geopolitical climate and data is based on the perception from the victim and not the intention of the suspect, in addition to multiple motivating factors.

C. Krause further spoke to the Peel Regional Police strategies regarding community safety, communication, and engagement with Jewish community leaders.

G. Voakes asked the second question regarding item 10.2, referencing the consultant retainment for the Anti Racism Anti Oppression Strategy:

5.1

With all the experience and knowledge that sits in this room, why are we going out for consultants?

Robert Trewartha, Director, Strategic Communications and Initiatives responded noting 2016 was the last time the City reviewed its EDI strategy and currently the expertise is not available internally. Further, R. Trewartha added that external assistance is required and highlighted the importance of an independent, third-party validation.

9. CONSENT AGENDA

RECOMMENDATION CRDHAC-0008-2024

Moved By Sonia Ojha

That the following items were approved on consent:

11.1 - Corporate Report dated March 21, 2024 entitled "Equity, Diversity and Inclusion Progress Report 2023" from the City Manager and Chief Administrative Officer

11.2 - Report dated April 1, 2024 entitled "Diversity, Equity and Inclusion - 2023 Annual Hate-Motivated Crime Report" from Mark Dapat, Deputy Chief, Community Safety & Well- Being Command, Peel Regional Police

Approved

10. MATTERS CONSIDERED

10.1 Introduction of Shari Stoch, Citizen Member (Verbal)

Pamela Gunn, Co-Chair welcomed new Committee member, Shari Stoch, Citizen Member and S. Stoch introduced herself.

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

This item was discussed during item 7.2

RECOMMENDATION CRDHAC-0009-2024

Moved By Joann De Murrell

That the Combating Racism, Discrimination and Hatred Advisory Committee endorse the recommended work plan items in the Corporate Report titled, "Combating Racism, Discrimination and Hatred Advisory Committee Work Plan (2023-2026)" dated April 5, 2024, from Rob Trewartha, Director, Strategic Communications and Initiatives.

Approved

11. INFORMATION ITEMS

5.1

11.1 Corporate Report dated March 21, 2024 entitled "Equity, Diversity and Inclusion Progress Report 2023" from the City Manager and Chief Administrative Officer (CONSENT)

(For the Committee's information, this report was considered by General Committee on April 24, 2024 and adopted by Council on May 1, 2024)

No discussion took place regarding this matter.

RECOMMENDATION CRDHAC-0010-2024

Moved By Sonia Ojha

That the Corporate Report dated March 21, 2024 entitled "Equity, Diversity and Inclusion Progress Report 2023" from the City Manager and Chief Administrative Officer, be received.

Received

11.2 Report dated April 1, 2024 entitled "Diversity, Equity and Inclusion - 2023 Annual Hate-Motivated Crime Report" from Mark Dapat, Deputy Chief, Community Safety & Well-Being Command, Peel Regional Police (CONSENT)

No discussion took place regarding this matter.

RECOMMENDATION CRDHAC-0011-2024

Moved By Sonia Ojha

That the Report dated April 1, 2024 entitled "Diversity, Equity and Inclusion - 2023 Annual Hate-Motivated Crime Report" from Mark Dapat, Deputy Chief, Community Safety & Well-Being Command, Peel Regional Police, be received.

Received

12. OTHER BUSINESS

Samuel Cooper, Citizen Member spoke to the Poverty Truth Commission initiative by the Peel Poverty Action Group.

Michelle Eze, Citizen Member requested a change in the Combating Racism, Discrimination and Hatred Advisory Committee's meeting start times. Committee Members engaged in discussion and selected 6:45PM as the new start time for Committee meetings.

RECOMMENDATION CRDHAC-0012-2024

Moved By Michelle Eze

That the Combating Racism, Discrimination and Hatred Advisory Committee meeting start times change from 6:30PM to 6:45PM, be approved.

5.1

Approved

13. DATE OF NEXT MEETING - September 11, 2024

14. ADJOURNMENT

7:39 PM (J. De Murrell)

DRAFT