

Terms of Reference for the Combating Racism, Discrimination and Hatred Advisory Committee

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Mandate

The Combating Racism, Discrimination and Hatred Advisory Committee will provide recommendations, advice, and information to City Council and City Staff as follows:

1. Provide insights to Council and staff on the needs of diverse, equity deserving communities in Mississauga impacted by racism and hate
2. Guide staff in supporting those communities in fighting racism and hate through policies, programs, services
3. Guide staff on piloting innovative and effective anti-racism and anti-hate tools and resources
4. Demonstrate for the Corporation effective strategies to remove systemic barriers to equitable access to City services and programs for marginalized residents & equity deserving groups
5. Build public awareness of City's policies, programs and services to combat racism and hate
6. Identify potential policy and program reforms that the City could probe into and explore ways of strengthening

Work Plan

The Combating Racism, Discrimination and Hatred Advisory Committee shall prepare an annual Work Plan, which will be sent to General Committee, then to Council at the beginning of the New Year, as well as a progress update at the end of the year. Committee members shall work collaboratively with City staff to devise these Work Plans to ensure that the workload is manageable and appropriately shared between the two parties. Work plans will need to be carefully crafted in order to meet the Committee's mandate and objectives, as well as the City's Strategic Plan, Master Plans, and budgetary capacity. The work plan shall speak directly to the specific goals the committee aims to accomplish. The work plan will attempt to use the City's Strategic Plan Pillars, action items, master plans, or legislation as subheadings to organize the committee's focus and nature of work. The Committee shall present its accomplishments as they relate to the work plan, to Council annually.

Definitions (adapted from materials developed by the Applied Research Center – ARC)

Racism is:

- **An ideology** - a socially constructed belief/myth that 'race' is a biological fact and thus the primary determinant of innate human traits and capacities and that racial differences produce an inherent superiority of a particular race
- **A system** - an institutional arrangement that defends/perpetuates a system from which advantage is derived based on this socially constructed belief/myth of race. This is

articulated in a manner that ensures the continuation of a privileged relationship for a particular group in society

Three essential and interconnected elements of racism:

- **Power:** the capacity to make and enforce decisions disproportionately unequal or unfairly distributed
- **Resources:** unequal access to such resources as money, education, information, etc.
- **Standards:** standards for appropriate behavior are ethnocentric, reflecting and privileging the norms and values of the dominant race/society

Types of Racism:

- **Internalized:** within individuals, prejudice, xenophobia, internalized oppression, beliefs about race influenced by the dominant culture
- **Interpersonal:** between individuals – public expressions
- **Institutional:** within and between institutions – ineffective service delivery, discriminatory treatment, unfair policies and practices, inequitable opportunities and impacts based on race produced and perpetuated by institutions
- **Structural:** among institutions and across society – cumulative and compounded effects of an array of societal factors that systematically privilege whiteness and disadvantage people of color

Hate Crime:

A hate crime is defined as a criminal offence committed against a person or property that is motivated in any part by the suspect/offender's bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or any other similar factor.

The *Criminal Code of Canada* (the Criminal Code) provides enhanced sentencing powers when a crime is motivated by bias, prejudice or hate.

Section 718.2 notes:

A court that imposes a sentence shall also take into consideration the following principles:

(a) a sentence should be increased or reduced to account for any relevant aggravating or mitigating circumstances relating to the offence or the offender, and, without limiting the generality of the foregoing: (i) evidence that the offence was motivated by bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or any other similar factor.

Hate activity: comments or actions against a person or group motivated by bias, prejudice or hate based on race, ancestry, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, marital status, family status, sexual orientation or any other similar factor. Examples are: hate crime, hate propaganda, advocating genocide, telephone/electronic communication promoting hate, and publicly displaying hate in notices, signs, symbols and emblems. (OHRC)

Marginalization: is the act of being relegated to the ‘margins’ of society (away from the centre) – it is both a condition and a process that prevents individuals and groups from full participation in social, economic, and political life enjoyed by the wider society

Equity (vs Equality): Equity recognizes that each person has “different” circumstances, hence, needs allocation of different sets of resources and opportunities to reach an **equal** outcome (vs

Equality which means each individual or group of people is given the same resources or opportunities).

Equity Deserving: are groups and communities that experience racism, systemic discrimination and historical exclusion (social, political and economic) because of unequal power relationships across social, political, economic and cultural dimensions and deserve a re-dress. This racism, discrimination and exclusion could be based on the following grounds:

- Ancestry, colour, race
- Citizenship
- Ethnic origin
- Place of origin
- Creed
- Disability
- Family status
- Marital status (including single status)
- Gender identity, gender expression
- Receipt of public assistance (in housing only)
- Record of offences (in employment only)
- Sex (including pregnancy and breastfeeding)
- Sexual orientation.

(Ontario Human Rights Commission Protected Grounds: OHRC)

Procedures and Frequency of Meetings

The Combating Racism, Discrimination and Hatred Advisory Committee will meet quarterly (4 times per year), or as determined by committee members, at the call of the Chair, or at the direction of Council.

The dates of the four meetings will be confirmed upon agreement of the Committee’s work-plan so as to integrate well with the plans and projects under discussion by the Committee.

The Co-Chairs of the Combating Racism, Discrimination and Hatred Advisory Committee may cancel a meeting if it is determined there are insufficient items to discuss.

Membership

- All members are subject to the Code of Conduct and Complaint Protocol for Local Boards http://www7.mississauga.ca/documents/CityHall/pdf/2014/Local_Boards_Code_of_Conduct.p df and Corporate Policy 02-01-01: Citizen Appointments to Committees, Boards and Authorities. <http://inside.mississauga.ca/Policies/Documents/02-01-01.pd>
- Members will include those individuals who demonstrate:

- lived experiential understanding and/or
- educational expertise and/or practical experience in the field of EDI generally and Anti-Racism/Anti-Hate particularly
- have demonstrated strong advocacy work in the past on EDI
- knowledge of existing and emerging legislation/policies on anti-racism and anti-hate

Voting Members

Total maximum membership of 14 including:

- 3 Members of Council (For the 2022-2026 term) (Mayor is ex-officio)
- 11 Citizen Members (including 1 citizen member of Jewish faith for the term ending November 14, 2026 or until a successor is appointed, so long as the applicant meets all the other requirements and qualifications to be a member of this committee)

(As per the Black Caucus Report (recommendations adopted by Council), the Committee will endeavour to always have at least 2 members representing the Black community)

Staff Support Members and Agency Representatives

The Combating Racism, Discrimination and Hatred Advisory Committee will be supported by staff Advisors that will attend meetings as required to support the discussion in a non-voting capacity. Their attendance will be determined per each meeting's agenda items and may include City of Mississauga staff, Region of Peel staff, and other stakeholder groups as necessary.

Role of Co-Chair

The Combating Racism, Discrimination and Hatred Advisory Committee will appoint Co-Chairs at the first meeting of the Committee. The Co-Chairs will be two (2) Members of Council.

The role of the Chairs is to:

1. Preside over the Committee meetings using City of Mississauga's Procedure By-law, and keep discussion on topic.
2. Provide leadership to the Committee to encourage that its activities remain focused on its mandate as an Advisory Committee of Council.
3. Review agenda items with the Legislative Coordinator and Strategic Leader, Diversity & Inclusion.
4. Recognize each Member's contribution to the Committee's work.
5. Serve as an ex-officio member of subcommittees and attend subcommittee meetings when necessary.

Role of Committee Members

The role of Committee Members is to:

1. Actively participate in the discussion at the Committee meeting in a respectful and openminded manner.
2. Notify the Legislative Coordinator if they are unable to attend meetings to ensure that quorum will be available for all meetings.

Quorum

Quorum shall be reached with the presence of a majority of the appointed and elected members, at a time no later than thirty (30) minutes past the time for which the beginning of the meeting was scheduled and so noted on the agenda or notice of the meeting.

The issuance of an Agenda for a meeting of this Committee will be considered as notice of that meeting.

The presence of one (1) of the appointed Council members shall be required to establish quorum.

Subcommittees

- As per the Procedure By-law 0044-2022, a Committee of Council may establish a subcommittee which shall consist of members of the parent Committee, as may be determined by such parent Committee and any other member approved by Council
- Subcommittee will be formed to deal with specific issues, and will make recommendations to the parent Committee. Once the specific issue is dealt with the subcommittee shall cease
- The Chair of the subcommittee will be appointed at the first meeting of the subcommittee
- All appointed members of the subcommittee have the right to vote