

**Combating Racism, Discrimination, and Hatred Advisory Committee Work Plan
2023-2026
as of September 2025**

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	Q1 2025	CRDHAC-0002-2025 -February 12, 2025 That the deputation from Robert Trewartha, Director, Strategic Communications and Initiatives regarding Empowering Change: A Comprehensive EDI Strategy for the City of Mississauga (2025-2031), be received. CRDHAC-0004-2025 That the memorandum from Robert Trewartha, Director, Strategic Communications and Initiatives dated February 4, 2025 entitled "Empowering Change: A Comprehensive EDI Strategy for the City of Mississauga (2025-2031)", be received.
		CRDHAC Members to review final draft of Annual EDI Progress Report	Q2 2025	
Assist in the Development of the new Corporate Strategy, Empowering Change: A Comprehensive EDI Strategy: 2024-2030	Consultants City Staff CRDHAC Members	CRDHAC Members to review final draft of the Empowering Change: A Comprehensive EDI Strategy: 2024-2030	Q4 2025	
Equitable Engagement at the City	Consultants City Staff CRDHAC Members	Consultants to present and elicit feedback from CRDHAC Members on the Equitable Engagement Charter and Action Plan	Q4 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	TBD	
		CRDHAC Workshop session for CRDHAC members to provide best practices, resources, and strategies for the design and development of the campaign	Q4 2024	CRDHAC-0014-2024 That a Subcommittee of the Combating Racism, Discrimination, and Hatred Advisory Committee to discuss the Mississauga for All Campaign, be established and that members interested in participating in the Subcommittee to advise the Legislative Coordinator. CRDHAC-0015-2024 That the deputation and associated presentation from Rob Trewartha, Director, Strategic Communications and Initiatives regarding the Mississauga For All Campaign Update, dated September 11, 2024, be received. CRDHAC-0026-2024 1. That the Combating Racism, Discrimination Hatred Advisory Committee (CRDHAC) endorse: i. Using "OneMississauga" as the identifier for the City's public facing anti-racism discrimination hate activities; ii. Adopting Design Option 1 as detailed in Appendix 1 of the report dated November 28, 2024 entitled "OneMississauga", a public education and awareness campaign" from the City Manager and Chief Administrative Officer, as the creative for use in the first iteration of the campaign, with Design Options 2 and 3 to be developed for future use. 2. That the final campaign creative and plan be presented to Council in Q1, 2025.
		OneMississauga Campaign	Q1 2025	CRDHAC-0002-2025 - February 12, 2025 That the deputation from Robert Trewartha, Director, Strategic Communications and Initiatives regarding Empowering Change: A Comprehensive EDI Strategy for the City of Mississauga (2025-2031), be received.
			Q1 - Q2 2025 Q3 2025 Q4 2025 - Q1 2026	Campaign Phase 1 launch Campaign Phase 2 planning Campaign Phase 2 launch
Deputations	City Staff CRDHAC Members	Annual Status Update to the City's Multi-Year Accessibility Plan	Q2 2025	CRDHAC-0006-2025 That the deputation and associated presentation from Dan Sadler, Manager, Standards Training and Compliance regarding City of Mississauga's progress on Accessibility for Ontarians with Disability Act, be received for information.
		City Psychological Health and Safety Strategy	Q3 2025	Anticipated at September 17, 2025 meeting
		EDI Plan - HR	Q3 2025	Anticipated at September 17, 2025 meeting