

## Combating Racism, Discrimination and Hatred Advisory Committee

**Date:** May 7, 2025  
**Time:** 6:47 PM  
**Location:** Council Chambers, Civic Centre, 2nd Floor  
 300 City Centre Drive, Mississauga, Ontario, L5B 3C1  
 and Online Video Conference

Members Present	Co-Chair and Councillor Dipika Damerla	Ward 7
	Co-Chair and Councillor Martin Reid	Ward 9
	Councillor Alvin Tedjo	Ward 2
	Samuel Cooper	Citizen Member
	Michelle Eze	Citizen Member
	Abdul Qayyum Mufti	Citizen Member
	Sonia Ojha	Citizen Member
	Tony Oseivhi	Citizen Member
	Nicole Rye	Citizen Member
	Emi Roni	Citizen Member

Members Absent	Pamela Gunn	Citizen Member
	Joann De Murrell	Citizen Member
	Shari Stoch	Citizen Member

**Staff Present**

Robert Trewartha, Director, Strategic Communications & Initiatives  
 Uzma Shakir, Strategic Leader, Diversity & Inclusion  
 Sacha Smith, Manager, Secretariat and Access & Privacy  
 Tusma Sulieman, Advisor, Diversity & Inclusion  
 Temi Adeniyi, Legislative Coordinator

1. CALL TO ORDER

Councillor Reid, Chair called the meeting to order at 6:47 PM.

2. INDIGENOUS LAND STATEMENT

Councillor Reid, Co-Chair recited the Indigenous Land Statement.

3. APPROVAL OF AGENDA

That the May 7, 2025 Combating Racism, Discrimination and Hatred Advisory Committee Agenda be approved, as presented.

Approved (S. Cooper)

4. DECLARATION OF CONFLICT OF INTEREST

Nil.

5. MINUTES OF PREVIOUS MEETING5.1 Combating Racism, Discrimination and Hatred Advisory Committee Minutes - February 12, 2025

That the May 7, 2025 Combating Racism, Discrimination and Hatred Advisory Committee Minutes be approved, as presented.

Approved (T. Oseivhi)

6. PRESENTATIONS - Nil7. DEPUTATIONS7.1 Jayne Gaspar, Executive Director and Matthew Wilkinson, Historian, Heritage Mississauga regarding Modern Black History Interview and Documentary Program with Heritage Mississauga

Jayne Gaspar, Executive Director, and Matthew Wilkinson, Historian, provided an overview of Heritage Mississauga's Modern Black History Interview and Documentary Program. J. Gaspar highlighted the organization's ongoing work in preserving local history, emphasizing their role as storytellers dedicated to recording historical interviews and promoting awareness of Mississauga's diverse heritage. J. Gaspar and M. Wilkinson responded to the Committee's question of clarification.

RECOMMENDATION CRDHAC-0005-2025

Moved By Councillor A. Tedjo

That the deputation and associated presentation from Jayme Gaspar, Executive Director and Matthew Wilkinson, Historian, Heritage Mississauga regarding Modern Black History Interview and Documentary Program with Heritage Mississauga, be received for information.

Received

7.2 Dan Sadler, Manager, Standards Training and Compliance regarding City of Mississauga's progress on Accessibility for Ontarians with Disability Act

Dan Sadler, Manager, Standards Training and Compliance provided an overview on the City's efforts to support individuals with disabilities, including a summary of prevalent disabilities within the community. He noted that the city has partnered with various organizations and community groups to advance accessibility initiatives.

D. Sadler outlined the progress made from 2023 to date, highlighting key projects such as enhanced bus shelters, universally designed facilities, and inclusive public spaces. Responding to Sonia Ojha, citizen member's question, D. Sadler explained the City's ongoing efforts to encourage private businesses to adopt accessible practices and emphasized the importance of continuing to strengthen relationships with business owners to further promote accessibility across Mississauga.

RECOMMENDATION CRDHAC-0006-2025

Moved By Samuel Cooper

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.

Received

7.3 Janette Campbell, Project Leader, Digital Accessibility regarding Digital Accessibility Compliance

Janette Campbell, Project Leader, Digital Accessibility provided an overview of the City's digital accessibility compliance efforts. She emphasized that accessibility is a critical component in the planning and development of any new City facility. She noted that the City is fully in compliance in areas such as public feedback processes, emergency and public safety information, and public libraries. However, the City remains partially in compliance with respect to accessible websites and web content. To address this, the City is implementing an Accessible Document Program, which includes three key initiatives. The current focus is on the creation of new accessible documents, developing standardized templates, and providing accessibility training to staff.

The remaining two initiatives will address the remediation of existing documents and the management and tracking of all digital documents to ensure continued accessibility and better service to the community.

In response to Councillor Tedjo's question, Janette Campbell explained that the City's website remains a work in progress, with ongoing efforts to update and align it with accessibility requirements. Robert Trewartha, Director of Strategic Communications & Initiatives, reiterated her comments, noting that achieving full website compliance is a top priority for the City. He further requested that any complaints received from the public through Councillors be forwarded directly to him, so that his team can address and resolve the issues promptly.

RECOMMENDATION CRDHAC-0007-2025

Moved By Councillor A. Tedjo

That the deputation and associated presentation from Janette Campbell, Project Leader, Digital Accessibility regarding Digital Accessibility Compliance, be received for information.

Received

7.4 Robert Trewartha, Director, Strategic Communications and Initiatives regarding Update on OneMississauga Campaign

Robert Trewartha, Director of Strategic Communications and Initiatives, provided an update on the ongoing One Mississauga campaign. He reported that the campaign website has received 3,550 views, with 933 referrals generated through Google demand. Additional traffic sources included press releases, social media, and organic search, with 727 views coming from display placements without ads, and 610 views through organic social media channels. The campaign will continue for a while longer, as it remains a cost-effective initiative for the City. A second phase is planned to launch in the coming months, running from fall through early next year.

In response to Councillor Damerla's question regarding the campaign's success metrics, R. Trewartha noted that the campaign has shown a higher engagement rate compared to other recent projects and initiatives. He further added that other municipalities have reached out to the team expressing interest in the campaign, seeking opportunities to discuss and potentially collaborate on the initiative.

Sonia Ojha, Citizen member, encouraged committee members to engage with their respective employer's communications departments to help promote the initiative.

RECOMMENDATION CRDHAC-0008-2025

Moved By Tony Oseivhi

That the deputation from Robert Trewartha, Director, Strategic Communications and Initiatives regarding Update on OneMississauga campaign, be received for information.

Received

8. PUBLIC QUESTION PERIOD - 15 Minute Limit

Councillor Reid recited the Public Question Period procedure guidelines pursuant to the Council Procedure By-Law 0044-2022.

Anand Athinarayanan, a resident, highlighted that much of the racial vitriol and hatred begins online, particularly on social media, before escalating in real life. He inquired whether the City has plans to address online hate and whether it would consider partnering with activist groups that educate youth in schools about social media-related hate to help reduce bias in the future generations.

Robert Trewartha, Director of Strategic Communications and Initiatives, explained that the City's One Mississauga campaign is ongoing and continues to be promoted across the City's official channels. Efforts have been made to monitor and remove hateful comments from the City's platforms. He noted that the second part of the question, regarding education and enforcement, falls under the jurisdiction of Peel District School Boards and Peel Police. He also noted that Peel Police, in collaboration with Safe City Mississauga, has established a Counter Hate Committee to address these concerns. The committee meets regularly to discuss strategies and initiatives aimed at combating hate in the community.

9. CONSENT AGENDA - Nil

10. MATTERS CONSIDERED

10.1 Combating Racism, Discrimination and Hatred Advisory Committee Work Plan

No discussion took place.

RECOMMENDATION CRDHAC-0009-2025

Moved By Samuel Cooper

That the Combating Racism, Discrimination, and Hatred Advisory Committee Work Plan, be received.

Received

11. INFORMATION ITEMS - Nil

12. OTHER BUSINESS - Nil

13. DATE OF NEXT MEETING - September 17, 2025

14. ADJOURNMENT

7:51 PM (Councillor A. Tedjo).