



THE REGIONAL MUNICIPALITY OF PEEL
DIVERSITY, EQUITY AND ANTI-RACISM COMMITTEE

MINUTES

DEAR - 1/2019

The Region of Peel Diversity, Equity and Anti-Racism Committee met on April 4, 2019 at 9:30 a.m., in the Regional Council Chambers, 5th Floor, Regional Administrative Headquarters, 10 Peel Centre Drive, Suite A, Brampton, ON.

Members Present: G.S. Dhillon*; J. Downey; N. Iannicca; J. Kovac; S. McFadden; R. Santos

Members Absent: D. Damerla (due to bereavement)

Also Present: J. Smith, Acting Chief Administrative Officer; S. VanOfwegen, Commissioner of Finance and Chief Financial Officer; S. Baird, Commissioner of Digital and Information Services; C. Matheson, Commissioner of Corporate Services; N. Polsinelli, Commissioner of Health Services; J. Sheehy, Commissioner of Human Services; K. Lockyer, Regional Clerk and Director of Legal Services; J. Jackson, Director, Culture and Inclusion, J. Jones, Committee Clerk; and T. Kobikrishna, Legislative Assistant

J. Jones, Committee Clerk, presided.

1. ELECTION OF CHAIR AND VICE-CHAIR

RECOMMENDATION DEAR-1-2019:

That Councillor Downey be elected Chair of the Diversity, Equity and Anti-Racism Committee, for a term ending November 14, 2020, or until a successor is appointed by Regional Council.

RECOMMENDATION DEAR-2-2019:

That Councillor Santos be elected Vice-Chair of the Diversity, Equity and Anti-Racism Committee, for a term ending November 14, 2020, or until a successor is appointed by Regional Council.

Councillor Downey assumed the Chair.

* See text for arrivals

◆ See text for departures

2. DECLARATIONS OF CONFLICTS OF INTEREST - Nil

3. APPROVAL OF AGENDA

RECOMMENDATION DEAR-3-2019:

That the agenda for the April 4, 2019 Diversity, Equity and Anti-Racism Committee meeting, be approved.

4. DELEGATIONS

4.1. Sophia Brown-Ramsay, Executive Director and Dr. Julian Hasford, Board Member, Black Community Action Network (BCAN), Regarding the Committee Name and Citizen Representation

Received

Sophia Brown-Ramsey, Executive Director and Dr. Julian Hasford, Board Member, BCAN, provided an overview of: definitions of diversity, equity, anti-racism and associated terminology; the significance of the name of the committee; and, the importance of community involvement in anti-racist systemic change. They recommended that the committee name remain as the Diversity, Equity and Anti-Racism Committee; and, that the committee composition be revised to include three community representatives.

** Councillor Dhillon arrived at 9:45*

In response to a question from Regional Chair Iannicca regarding the process to add three community representatives to the committee membership, Juliet Jackson, Director, Culture and Inclusion, noted that staff will advertise the positions, request specific skills to ensure alignment with equity work, and ensure that there is equal representation from the local municipalities.

5. REPORTS

5.1. Establishing the Mandate for the Diversity, Equity and Anti-Racism Committee

RECOMMENDATION DEAR-4-2019:

That the Diversity, Equity and Anti-Racism Committee composition be amended to add three community members, one from each local municipality;

And further, that the Terms of Reference, as outlined in Appendix I of the report from the Commissioner of Corporate Services, titled "Establishing the Mandate for the Diversity, Equity and Anti-Racism Committee", be approved as amended.

5.2. Region of Peel's Diverse Community (Oral)
Presentation by Andrea Dort, Specialist, Peel Data Center

Received

Andrea Dort, Specialist, Peel Data Center, provided an overview of Peel's diverse community outlining: population breakdowns of visible minorities in Peel, changes in cultural diversity over time, and a breakdown of characteristics such as language, education, employment, commute, income and housing.

In response to a question from Councillor Dhillon regarding the breakdown of statistics, Andrea Dort noted that the statistics can be further broken down by individual minority groups with respect to specific characteristics such as income and employment.

In response to a question from Councillor Kovak regarding the definition of visible minority and the naming of specific minority groups, Andrea Dort explained that the definitions and naming practices come from Statistics Canada and are set out in the Federal *Employment Equity Act, S.C. 1995*, which is based on research completed in the 1980's.

In response to a question from Regional Chair Iannicca regarding the inability for minority persons to receive acknowledgement from professional associations for out of country employment credentials, Juliet Jackson, Director, Culture and Inclusion, agreed this is a valid concern. She noted that a report will be presented at the next Committee meeting which will provide information on how newcomers progress in the Region of Peel and will include a breakdown of related data.

6. COMMUNICATIONS - Nil

7. IN CAMERA MATTERS - Nil

8. OTHER BUSINESS - Nil

9. NEXT MEETING

The next meeting of the Diversity, Equity and Anti-Racism Committee is scheduled for June 6, 2019 at 9:30 a.m. in the Council Chamber, 5th floor, Regional Administrative Headquarters, Suite A, 10 Peel Centre Drive, Brampton, Ontario.

Please forward regrets to Jill Jones, Committee Clerk, and (905) 791-7800 ext. 4330 or at jill.jones@peelregion.ca.

10. ADJOURNMENT

The meeting adjourned at 10:23 a.m.