



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

**AGENDA**

**DEAR - 1/2019**

**DATE:** Thursday, Thursday, April 4, 2019

**TIME:** 9:30 AM – 11:00 AM

**LOCATION:** Council Chamber, 5th Floor  
Regional Administrative Headquarters  
10 Peel Centre Drive, Suite A  
Brampton, Ontario

**MEMBERS:** D. Damerla; G.S. Dhillon; J. Downey; N. Iannicca; J. Kovac; S. McFadden; R. Santos

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1. **ELECTION OF CHAIR AND VICE CHAIR**
2. **DECLARATIONS OF CONFLICTS OF INTEREST**
3. **APPROVAL OF AGENDA**
4. **DELEGATIONS**
  - 4.1 **Sophia Brown-Ramsay, Executive Director and Dr. Julian Hasford, Board Member, Black Community Action Network**, Regarding the Committee Name and Citizen Representation (Related to 5.1)
5. **REPORTS**
  - 5.1. Establishing the Mandate for the Diversity, Equity and Anti-Racism Committee (Related to 4.1)
  - 5.2. Region of Peel's Diverse Community (Oral)  
Presentation by Andrea Dort, Specialist, Peel Data Centre
6. **COMMUNICATIONS**
7. **IN CAMERA MATTERS**

**8. OTHER BUSINESS**

**9. NEXT MEETING**

Thursday, June 6, 2019  
Council Chamber, 5th Floor  
Regional Administrative Headquarters  
10 Peel Centre Drive, Suite A  
Brampton, Ontario

**10. ADJOURNMENT**

## Request for Delegation

FOR OFFICE USE ONLY

|                                       |   |
|---------------------------------------|---|
| MEETING DATE YYYY/MM/DD<br>2019/04/04 | MEETING NAME<br>Diversity, Equity and Anti-Racism |
|---------------------------------------|---|

Attention: Regional Clerk  
Regional Municipality of Peel  
10 Peel Centre Drive, Suite A  
Brampton, ON L6T 4B9  
Phone: 905-791-7800 ext. 4582  
E-mail: [council@peelregion.ca](mailto:council@peelregion.ca)

DATE SUBMITTED YYYY/MM/DD

2019/03/27

NAME OF INDIVIDUAL(S)

1. Sophia Brown-Ramsay  
2. Dr. Julian Hasford

POSITION(S)/TITLE(S)

1. Executive Director; 2. Professor Ryerson University &amp; BCAN Board Member

NAME OF ORGANIZATION(S)

Black Community Action Network (BCAN)

E-MAIL

[REDACTED]

TELEPHONE NUMBER

[REDACTED]

EXTENSION

REASON(S) FOR DELEGATION REQUEST (SUBJECT MATTER TO BE DISCUSSED)

The office of culture and inclusion has invited us to provide information regarding terminology and definitions to assist the diversity, equity and anti-racism committee to decide on the name of the committee.

In addition we are concerned that that there isn't citizen representation on the committee and would like to request that the Region reconsider this.

A formal presentation will accompany my delegation  Yes  NoPresentation format:  PowerPoint File (.ppt) Adobe File or Equivalent (.pdf) Picture File (.jpg) Video File (.avi,.mpg) OtherAdditional printed information/materials will be distributed with my delegation :  Yes No Attached**Note:**

Delegates are requested to provide an electronic copy of all background material / presentations to the Clerk's Division at least seven (7) business days prior to the meeting date so that it can be included with the agenda package. In accordance with Procedure By-law 9-2018 delegates appearing before Regional Council or Committee are requested to limit their remarks to 5 minutes and 10 minutes respectively (approximately 5/10 slides).

Delegates should make every effort to ensure their presentation material is prepared in an [accessible format](#).

Once the above information is received in the Clerk's Division, you will be contacted by Legislative Services staff to confirm your placement on the appropriate agenda.

**Notice with Respect to the Collection of Personal Information***(Municipal Freedom of Information and Protection of Privacy Act)*

Personal information contained on this form is authorized under Section 5.4 of the Region of Peel Procedure By-law 9-2018, for the purpose of contacting individuals and/or organizations requesting an opportunity to appear as a delegation before Regional Council or a Committee of Council. The Delegation Request Form will be published in its entirety with the public agenda. The Procedure By-law is a requirement of Section 238(2) of the *Municipal Act, 2001*, as amended. Please note that all meetings are open to the public except where permitted to be closed to the public under legislated authority. All Regional Council meetings are audio broadcast via the internet and will be posted and available for viewing subsequent to those meetings. Questions about collection may be directed to the Manager of Legislative Services, 10 Peel Centre Drive, Suite A, 5th floor, Brampton, ON L6T 4B9, (905) 791-7800 ext. 4462.

Please complete and return this form via email to [council@peelregion.ca](mailto:council@peelregion.ca)

## **Black Community Action Network of Peel**

# **Delegation to Peel Regional Committee**

Re: Establishment of a Peel Region Diversity,  
Equity and Anti-Racism Committee

April 4, 2019

# Objectives

1. Clarify definitions of **Diversity, Equity, Anti-Racism** and associated terminology
2. Discuss the **strategic significance of names** of public committees
3. Discuss the **importance of community involvement** in anti-racist systemic change

# **Terminology and Strategic Significance of Committee Name**

# Clarifying Terminology

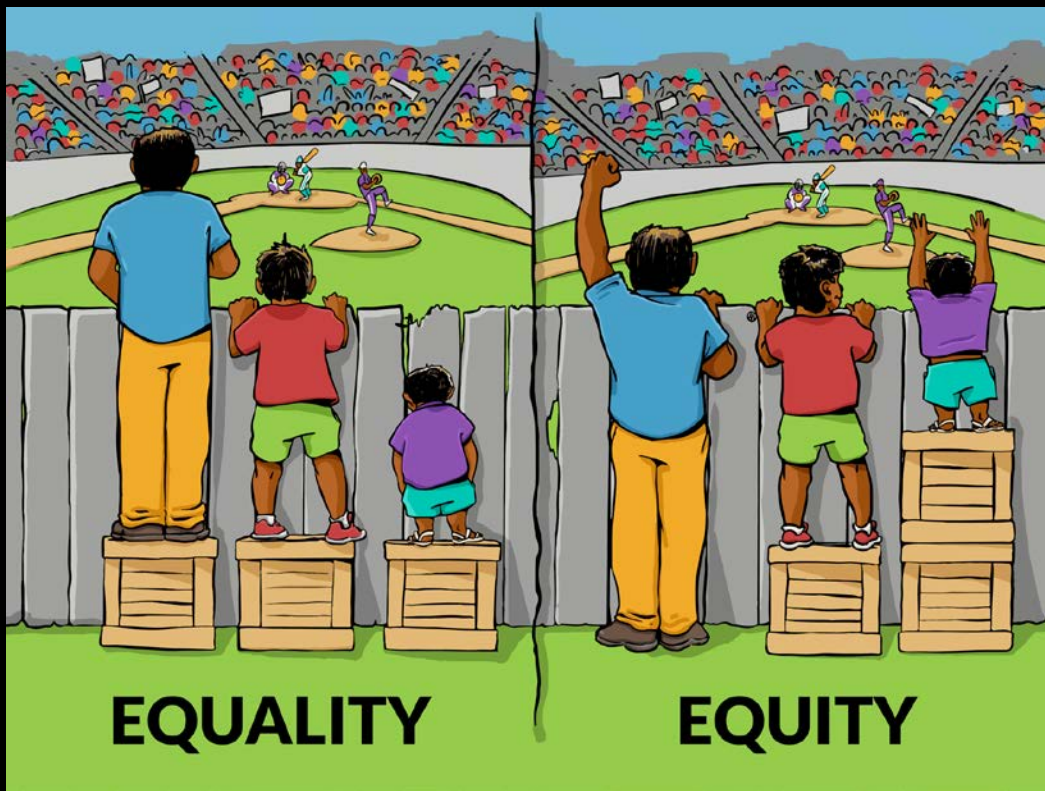
- **Diversity and Inclusion**
- **Equity, Equality and Fairness**
- **Racism**
- **Anti-Racism**

# Diversity and Inclusion

- **Diversity** (Law Society of Ontario, 2019)
  - respect for, and appreciation of, differences between people and groups of people, based on grounds under the Ontario Human Rights Code
- **Inclusion** (Law Society of Ontario, 2019)
  - state of being valued, respected, and supported. Workplace inclusion means creating an environment that accepts each individual's differences (as set out in Workplace Diversity below) embraces their strengths, and provides opportunities for all people in the workplace to achieve their full potential.



# Equity, Equality and Fairness



# Racism

- **Systemic Racism** (Ontario Anti-Racism Strategy, 2017)
  - An institution or set of institutions working together creates or maintains racial inequity. This can be unintentional, and doesn't necessarily mean that people within an organization are racist.
- **Institutional Racism** (McKenzie, 2017)
  - An ecological form of discrimination.
  - Refers to inequitable outcomes for different racialized groups.
  - A lack of effective action by organization(s) to eradicate the inequitable outcomes.

# Anti-Racism

- the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably (NAC International Perspectives: Women and Global Solidarity).

# Importance of Names

- Embodies core values, priorities and assumptions
- Sets strategic focus, tone, and approach
- Informs what we are held accountable for
- Communicates values and priorities to stakeholders
- Reflects the degree of commitment to change

**Community Involvement in the  
Diversity, Equity and Anti-Racism  
Committee**

# Current Composition of the DEAR Committee

- 6 Regional Councillors
- 1 Regional Chair

# *Recommended* Composition of the DEAR Committee

- 6 Regional Councillors
- 1 Regional Chair
- 3 Members of Peel's Community

# Rationale

- Community involvement in public bodies is recognized best practice in anti-racist systemic change efforts (James, Green, Rodriguez & Fong, 2008)
- Improves quality of decision-making and planning
- Enhances stakeholder accountability
- Demonstrates commitment to meaningful change
- Builds system and community leadership and capacity



# Recommendations

1. Name the proposed Committee: *Diversity, Equity & Anti-Racism Committee*
2. Include expertise and voice of the community in the structure of the committee by adding 3 representatives of Peel region's Racialized community

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DATE: March 28, 2019

REPORT TITLE: **ESTABLISHING THE MANDATE FOR THE DIVERSITY, EQUITY AND ANTI-RACISM COMMITTEE**

FROM: Catherine Matheson, Commissioner of Corporate Services

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## **RECOMMENDATION**

**That the Terms of Reference, 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.**

### **REPORT HIGHLIGHTS**

- On December 13, 2018, Regional Council approved the establishment of a Diversity, Equity and Anti-Racism (DEAR) Committee.
- The purpose of the DEAR Committee is to advise Regional Council about systemic barriers and diversity issues in the community, both external and internal, that may impact Regional policies, programs and services.
- The Terms of Reference for the DEAR committee is attached as Appendix I to this report.

## **DISCUSSION**

### **1. Background**

With the Region of Peel being one of the most diverse regions in Canada, continuous efforts are taken to ensure the best possible service delivery to the community.

On December 13, 2018, Regional Council endorsed the establishment of a Diversity, Equity and Anti-Racism (DEAR) Council Committee as a response to concerns brought forward to Council on September 13, 2018 by the Black Community Action Network of Peel (BCAN).

### **2. Terms of Reference**

The proposed Terms of Reference is included in this report as Appendix I.

## ESTABLISHING THE MANDATE FOR THE DIVERSITY, EQUITY, AND ANTI-RACISM COMMITTEE

### a) Mandate

The purpose of the Committee will be to advise Regional Council about systemic barriers and diversity issues in the community, both external and internal, that may impact Regional programs and services. Areas of focus will be:

- Anti-racism;
- Anti-Black racism;
- Equity;
- Inclusion; and,
- Approaches to training and accountability.

### 3. Next Steps

The focus of the meetings for 2019 is to build awareness and knowledge of racism and systemic barriers as it relates to policies, programs and services that are sensitive to the diverse needs of the external and internal community.

Areas of focus for the 2019 committee meetings will include, but are not limited to:

- Community Engagement & Delegations
- Systemic Issues in the Community
- Truth & Reconciliation
- Diversity & Inclusion Strategy Planning & Implementation
- Demographic Data Collection
  - Internal & External
- Regional Equity & Inclusion Practices
  - Regional Programs & Services
  - Training
  - Policies & Practices

**A detailed workplan for the 2018 – 2022 term will be provided at the next meeting of the Committee.**

### CONCLUSION

On December 13, 2018, Regional Council approved the establishment of a Diversity, Equity and Anti-Racism Committee to advise Council on matters concerning anti-racism, anti-Black racism, equity and inclusion. The committee is intended to deepen knowledge and awareness about systemic barriers and diversity issues enabling Regional Council to ensure that policies, programs and services are sensitive to the diverse needs of the community.



Catherine Matheson, Commissioner of Corporate Services

**ESTABLISHING THE MANDATE FOR THE DIVERSITY, EQUITY, AND ANTI-RACISM  
COMMITTEE**

**Approved for Submission:**



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D. Swarc, Chief Administrative Officer

**APPENDICES**

Appendix I – Terms of Reference

*For further information regarding this report, please contact Juliet Jackson, Director, extension 6741, [juliet.jackson@peelregion.ca](mailto:juliet.jackson@peelregion.ca).*

*Authored By: Sharon Navarro*

**APPENDIX I  
ESTABLISHING THE MANDATE FOR THE DIVERSITY, EQUITY AND ANTI-RACISM  
COMMITTEE**

**Terms of Reference – Diversity, Equity and Anti-Racism Committee**

**Committee Name:**

The Diversity, Equity and Anti-Racism Committee shall be referred to herein as the “Committee”.

**Mandate:**

The purpose of the Committee is to advise Regional Council about systemic barriers and diversity issues in the community, external and internal, that may impact Regional policies, programs and services. Areas of focus will be:

- Anti-racism,
- Anti-Black racism,
- Equity,
- Inclusion and
- Approaches to training and accountability.

**Membership:**

The Committee will be comprised of the Regional Chair (ex-officio), six additional Regional Councillors (three from Mississauga, two from Brampton and one from Caledon).

**Term of Appointment:**

Members of the Committee shall be appointed for a term ending upon the dissolution of the Committee or at the end of the term of Council, whichever comes first, or until their successors are appointed.

**Election of Chair and Vice-Chair:**

The Committee will elect from among its members a Chair and Vice-Chair, and this election shall be held at the first meeting of the Committee. The Vice-Chair may act in the capacity of Chair and exercise all the rights, powers and authorities of the chair when the Chair is absent through illness or otherwise, or is absent from the office in the course of his or her duties, or on vacation or on an approved leave.

**Quorum:**

Quorum will consist of the majority of the total number of members of the Committee.

**Reporting Function:**

The Committee will report to Regional Council. The minutes of each Committee meeting will be placed on the next appropriate Council Agenda for approval.

**Meeting Frequency:**

The meeting frequency for the Committee will be a minimum of three meetings per year.

**Meeting Structure:**

The Committee meeting structure will follow the same rules as laid out in the Region of Peel Procedure By-law.

**APPENDIX I  
ESTABLISHING THE MANDATE FOR THE DIVERSITY, EQUITY AND ANTI-RACISM  
COMMITTEE**

**In-Camera:**

The Committee reserves the right to go In Camera for matters that meet the requirements of an in camera discussion as outlined in Section 5.10 of the Region's Procedure By-law.

**Staff Resources:**

The Office of Culture and Inclusion will support the Diversity, Equity, Anti-Racism Committee.

The Committee will be supported by the Regional Clerk, pursuant to the Procedure By-law.



# Region of Peel's Diverse Community

Andrea Dort  
Specialist  
Peel Data Centre



# OUR COMMUNITY

**2/3**

Peel residents  
identify as a  
visible minority

Peel's visible  
minority  
population  
increased

**48%**

since 2006

**66%**

Of visible  
minorities are  
also immigrants

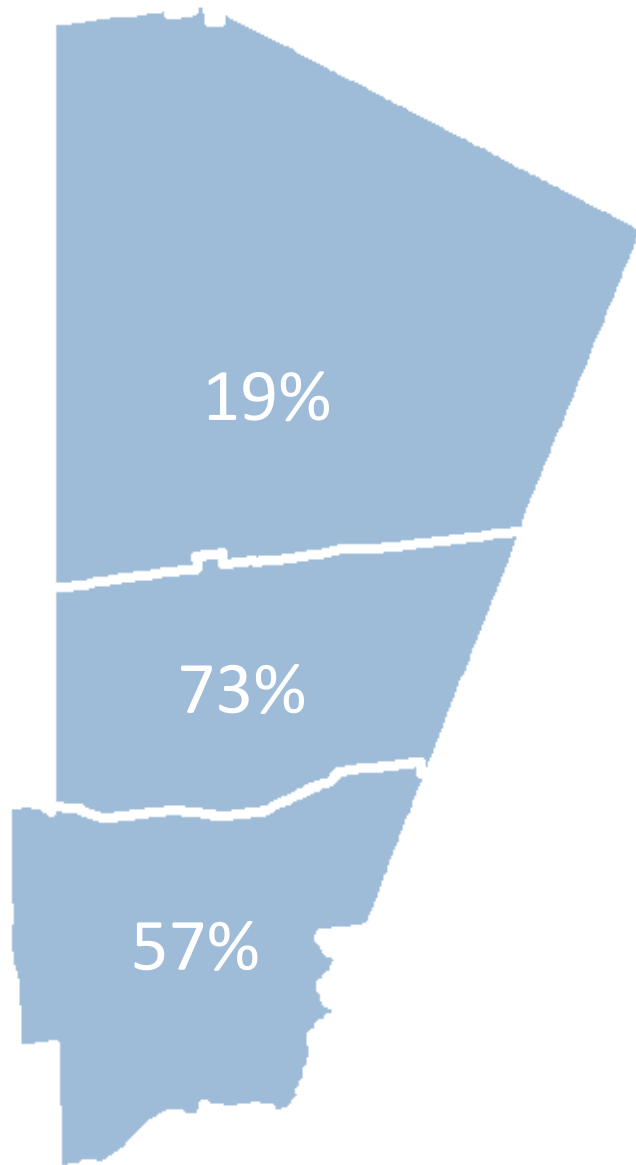
**Community for Life means...**

*Celebrating the diversity of Peel's population*

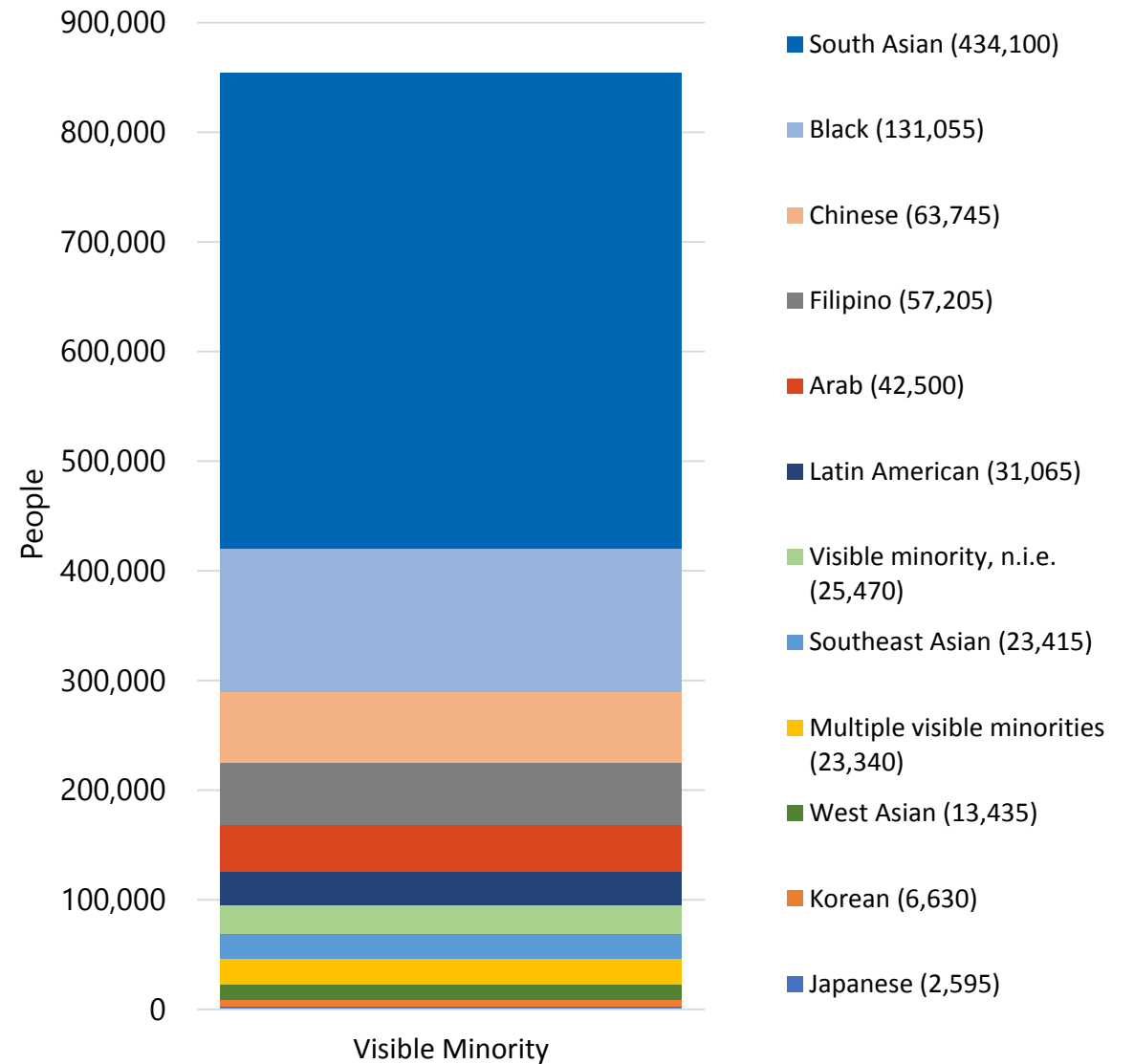




# 2016 VISIBLE MINORITY POPULATION

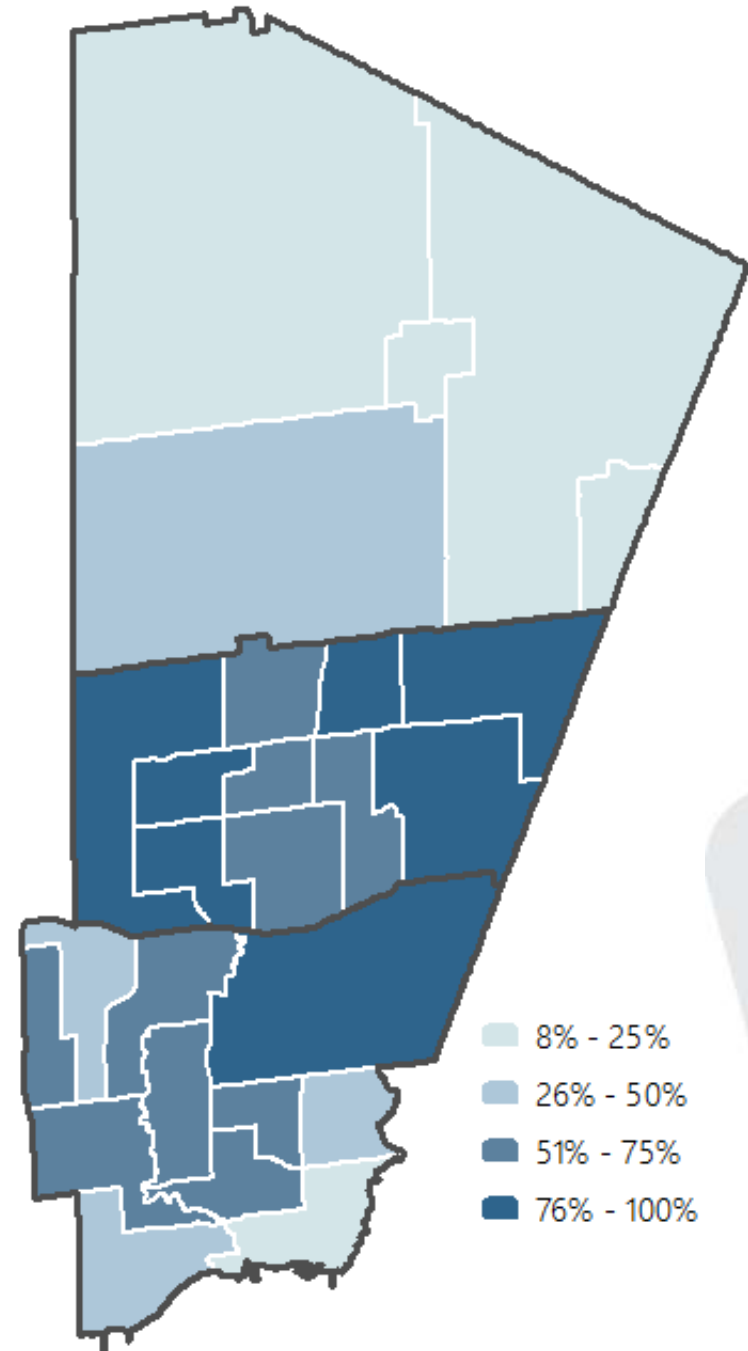


Peel Region - Composition of Visible Minorities, 2016



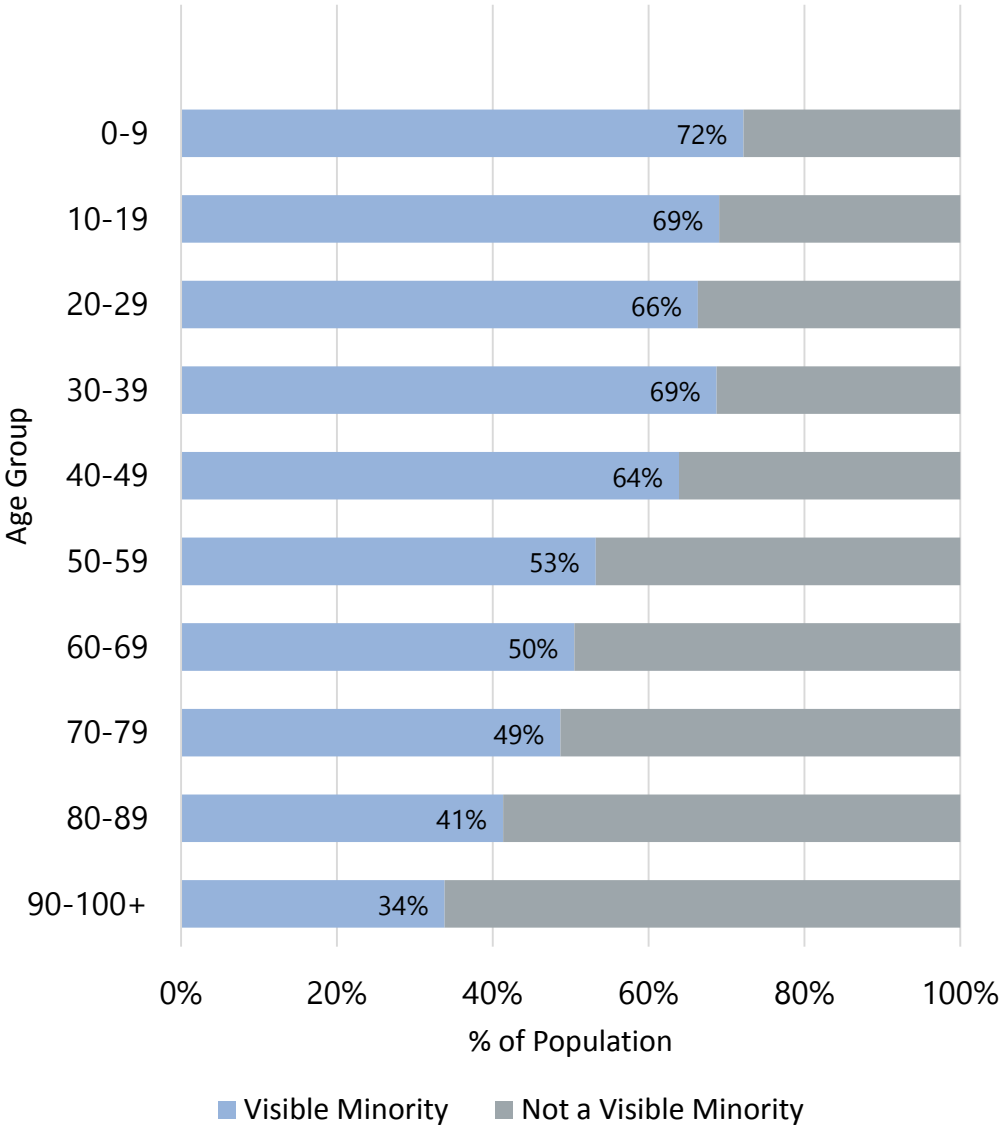
## VISIBLE MINORITY POPULATION BY WARD

**2/3** Peel  
wards have  
greater than  
50% visible  
minority  
population

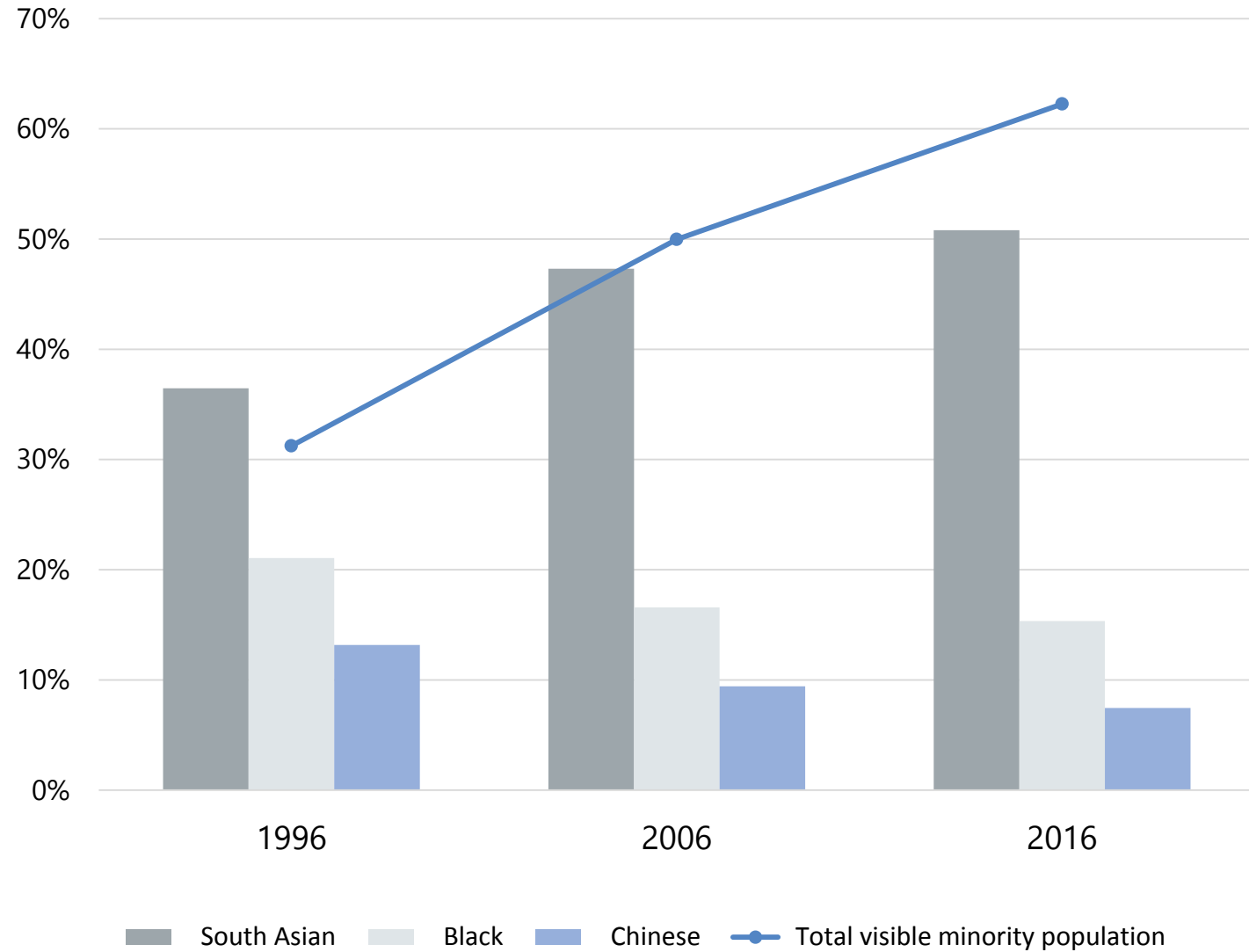


# CULTURAL DIVERSITY OVER TIME

Visible Minority Population by Age, 2016

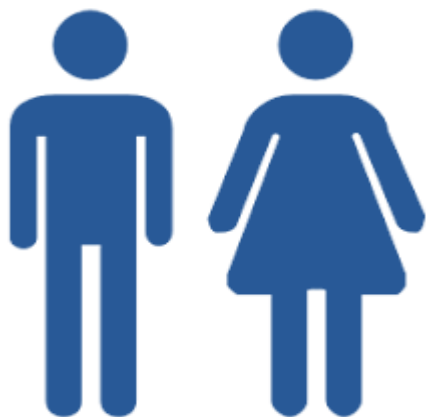


Change in Largest Visible Minority Groups, 1996-2016



## 2016 LANGUAGE CHARACTERISTICS

**5%** of  
visible minorities  
in Peel have no  
knowledge of  
English or French



### Top 3 Non-official languages

Punjabi 13.3%

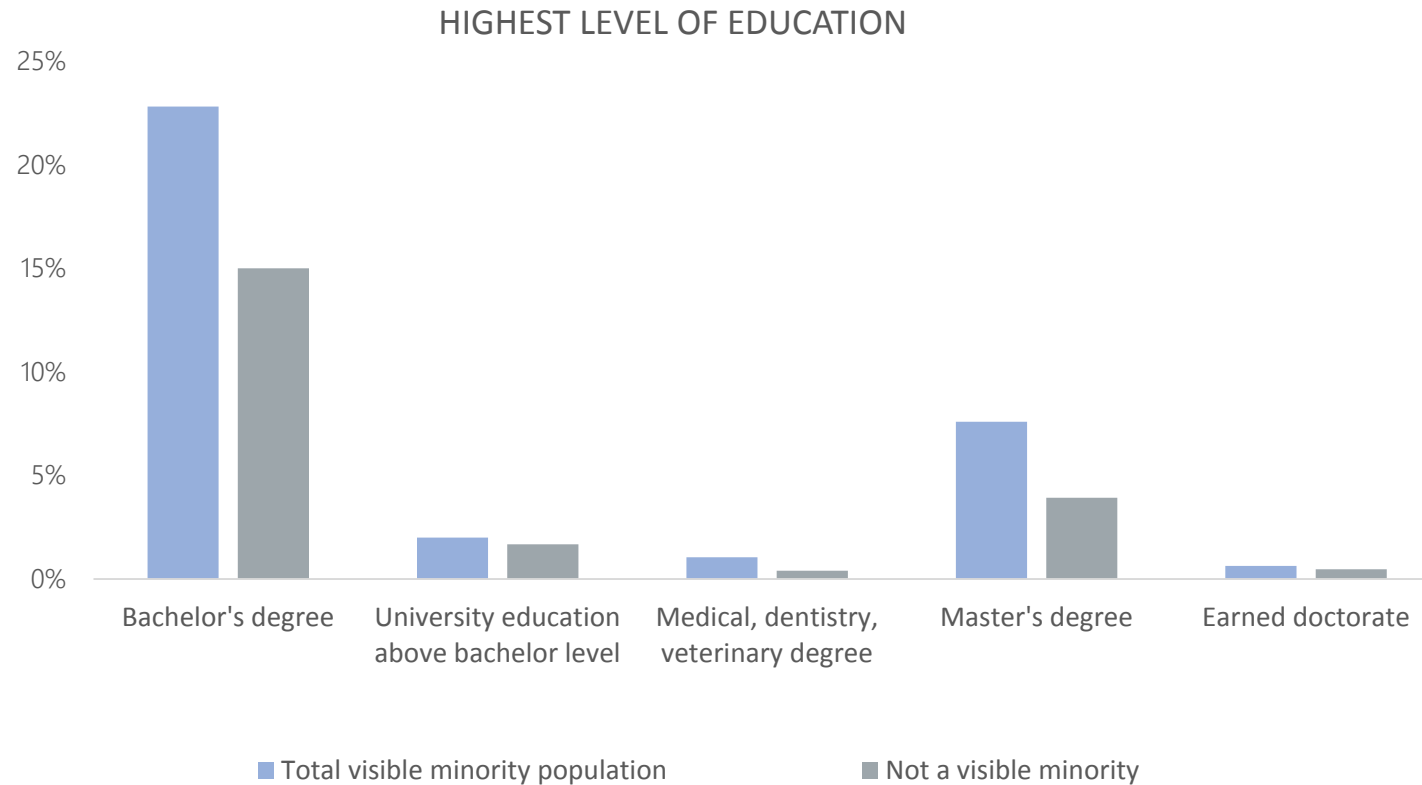
Urdu 5.2%

Mandarin 2.8%



# 2016 EDUCATION CHARACTERISTICS

**57%** of visible minorities have postsecondary education or higher



**52%**

visible  
minorities  
studied  
outside of  
Canada

# 2016 LABOUR CHARACTERISTICS

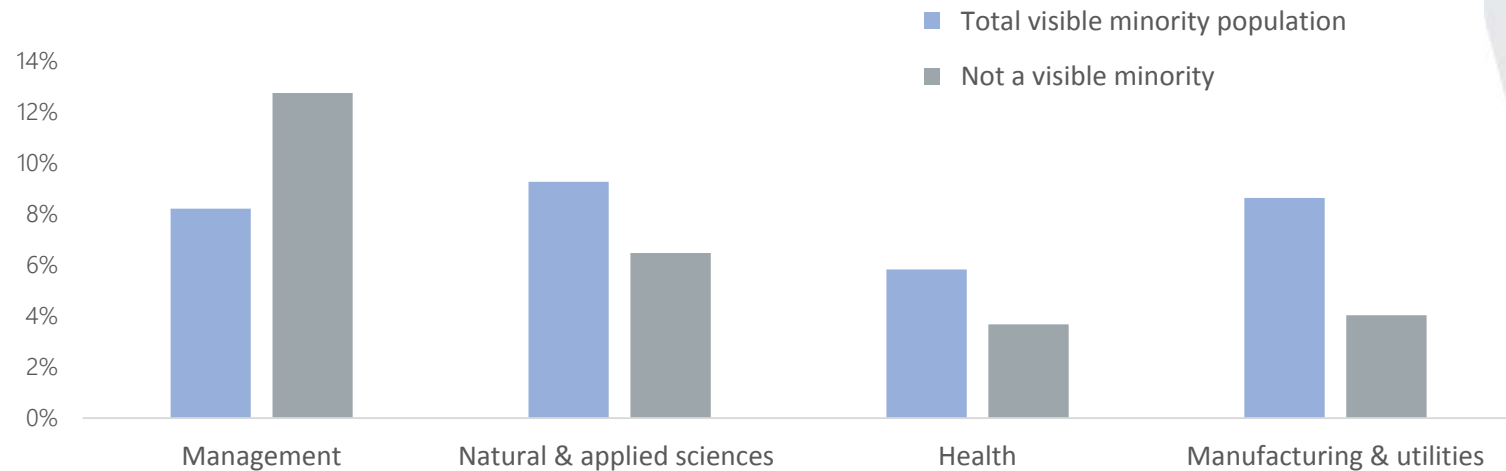
**9%** of visible minorities in Peel are unemployed

Compared to **6%** of those who are not a visible minority

**52%** of visible minorities worked part of the year or part time

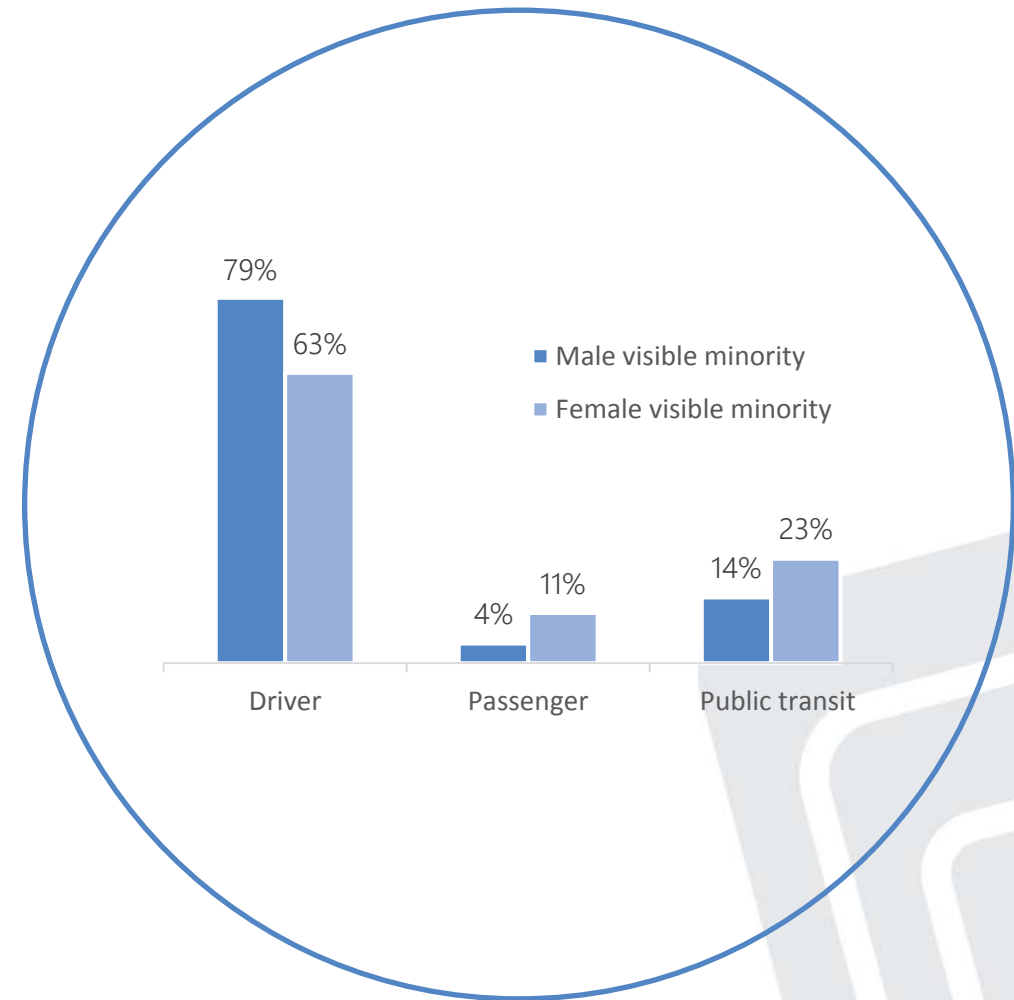
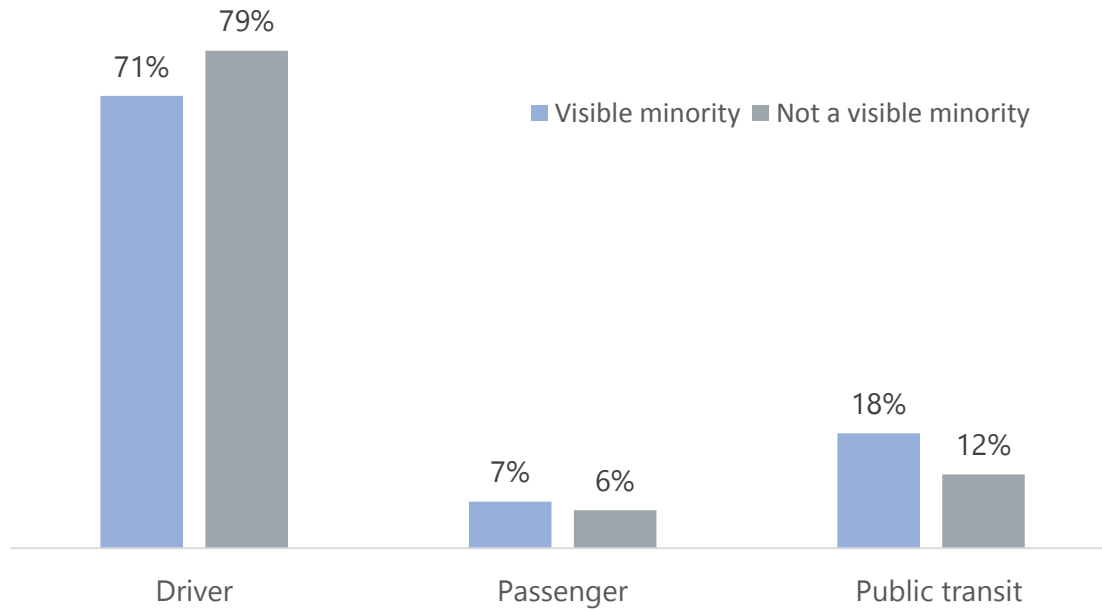
Compared to **43%** of those who are not a visible minority

## OCCUPATIONS



# 2016 COMMUTE CHARACTERISTICS

## COMMUTE TO WORK



\*population 15+

## 2016 INCOME CHARACTERISTICS

**16%** of visible minorities in Peel live in low income (LIM-AT)


**12.8%**  
of total population

**8%**  
of those who are not a visible minority

Median after-tax income for visible minorities is  
**\$24,460**

**\$10,000** less than people that are not a visible minority

\*population 15+





# 2016 HOUSING CHARACTERISTICS

**38%** of visible minority led households spend more than 30% of income on housing

**25%** for households not led by a visible minority



**3/4** of visible minority led households own their homes.

**36%** of them spend 30% or more on housing, **double** that of households not led by a visible minority

\*primary maintainer is a visible minority

# PEEL DATA CENTRE

Staff can take a closer look.

Explore these topic areas as they relate to Peel programs and services

Expand on context of diversity

Explore data at ward level





# Thank you

## Contact info:

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