Thursday, January 28, 2016
Regular Meeting - 7:00 PM

Training Room 2A
2nd Floor, West Tower

Members:
Louis Adams
Richard Emode
Gurwinder Gill
Joanne Leslie
Cherian Manathara
Bob Pesant
Joe Pimentel
Duke Pratt
Rajinder Saini
Roop Sandhu
Gurratan Singh
Hemant Tailor
Daisy Wright
Amaleethan Xavier
Kris Noakes – Peel Aboriginal Network
Priyanka Sheth – LGBQT Community
Jeanette Schepp – Canada Mental Health Association – Peel
Regional Councillor Elaine Moore – Wards 1 and 5
Councillor Martin Medeiros – Wards 3 and 4
Councillor Gurpreet Dhillon – Wards 9 and 10

For inquiries about this agenda, or to make arrangements for accessibility accommodations for persons attending (some advance notice may be required), please contact:
Chandra Urquhart, Legislative Coordinator, Telephone (905) 874-2114, TTY (905) 874-2130

Note: Some meeting information may also be available in alternate formats upon request.
Note: Please ensure all cell phones, mobile and other electronic devices are turned off or placed on non-audible mode during the meeting. Council Members are prohibited from sending text messages, e-mails and other electronic messaging during the meeting.

1. **Approval of Agenda**

2. **Declarations of Interest under the Municipal Conflict of Interest Act**

3. **Previous Minutes**

3.1. Minutes - Inclusion and Equity - November 26, 2015

4. **Delegations / Presentations**

5. **Reports / Updates**

5.1. Links to Statistical Data Regarding Brampton's Diversity

5.2. Committee Reference Documents and Links

6. **Other/ New Business**

6.1. Future Meeting Schedule

6.2. **Election of Chair and Vice-Chair / Co-Chairs**

7. **Inclusion and Equity Ideas**

8. **Correspondence**

8.1. Correspondence from Bob Pesant, Citizen Member, re: **Election of Chair and Vice Chair**.
9. **Question Period**

10. **Public Question Period**

11. **Adjournment**
November 26, 2015
7:00 p.m.
Council Committee Room
4th Floor – Brampton City Hall

Members Present: Louis Adams
Richard Emode
Gurwinder Gill
Joanne Leslie
Cherian Manathara
Bob Pesant
Joe Pimentel
Duke Pratt
Rajinder Saini
Roop Sandhu
Gurratan Singh
Hemant Tailor
Daisy Wright
Amaleethan Xavier
Kris Noakes – Peel Aboriginal Network
Jeanette Schepp – Canada Mental Health Association – Peel
Regional Councillor Elaine Moore – Wards 1 and 5
Councillor Martin Medeiros – Wards 3 and 4
Councillor Gurpreet Dhillon – Wards 9 and 10

Members Absent: Priyanka Sheth – LGBQT Community (regrets)

Staff Present: Corporate Services Department
Peter Fay, City Clerk
Earl Evans, Deputy Clerk
Chandra Urquhart, Legislative Coordinator
1. **Approval of Agenda**

Peter Fay City Clerk, Corporate Services, called the meeting to order. He welcomed the Members to this newly established Committee.

The following motion was considered:

IEC001-2015 That the agenda for the Inclusion and Equity Committee Meeting of November 26, 2015 be approved, as printed and circulated.

Carried

2. **Declarations of Interest under the Municipal Conflict of Interest Act** - nil

3. **Previous Minutes** - nil

4. **Delegations / Presentations**

4.1. Earl Evans, Deputy Clerk, re: **Committee Orientation and Meeting Procedures**.

Earl Evans, Deputy City Clerk, Corporate Services, provided an overview of the procedural matters relating to the Inclusion and Equity Committee as follows:

- Orientation Binders
- City of Brampton Departments
- Quorum and Meeting Attendance requirements – Members of Council are not included in quorum
- Meeting schedule and procedures
- Agendas and Minutes – approval process for minutes
- Meeting Procedures and Delegations
- City of Brampton Bylaws
- Provincial Legislation – Municipal Conflict of Interest Act
- Role of Legislative Coordinator
- Role of Committee Members include:
  - participation in Committee events
  - work of sub-committees

Mr. Evans responded to questions with respect to attendance and quorum.
The following motion was considered:

IEC002-2015 That the presentation by Earl Evans, Deputy Clerk to the Inclusion and Equity Committee Meeting of November 26, 2015, re: Committee Orientation and Meeting Procedures be received.

Carried

4.2. Peter Fay, City Clerk, re: Committee Background and Mandate.

Peter Fay, City Clerk, provided information on the Committee background and its establishment. He outlined the Committee Structure and responsibilities and noted that the Committee has no decision making authority. It serves in an advisory capacity and make recommendations to Council for consideration with respect to promoting equity and inclusion within the community. Mr. Fay noted that the Committee will assist with the development of an inclusion and equity plan for the City.

4.3. Member Introductions

Peter Fay, City Clerk, invited Members to introduce themselves and summarize their interest in joining the Committee.

Mr. Fay explained that following the selection process for Citizen Members of the Committee, there was a Council resolution to add representatives from the following groups:

a. Indigenous People
b. Lesbian, Gay, Bisexual, Queer, Transgender (LGBQT)
c. Mental Health Association

The following motion was considered:

IEC003-2015 That, in response to Council’s direction through Resolution C266-2015, the following representatives be approved as members of the Inclusion and Equity Committee, for the term ending November 30, 2018, or until successors are appointed:

o Kris Noakes – Peel Aboriginal Network
o Priyanka Sheth – Lesbian, Gay, Bisexual, Queer, Transgender LGBQT Community
o Jeanette Schepp – Canadian Mental Health Association – Peel Chapter

Carried
5. **Reports / Updates** - nil

6. **Other/ New Business** - nil

6.1. **Election of Chair and Vice-Chair / Co-Chairs**

Committee agreed that the Election of Chair and Vice-Chair/Co-Chairs be considered at the next meeting.

6.2. **Future Meeting Schedule**

Committee agreed that the future meeting schedule be considered at the next meeting. It was also agreed that the meeting be moved to a larger boardroom.

7. **Inclusion and Equity Ideas**

This agenda item will be available for Members to report and offer ideas on inclusion and equity.

Discussion took place and included the following:

- Request for report on current policies and procedures, statistical data, programs and services, existing complaint process and community feedback
- City’s hiring practices and whether the current corporate organization reflects the community
- Benchmarking and best hiring practices in other municipalities
- Conducting surveys to define which sections of the community feel that they are not treated equally and difficulties they experience in expressing the inequality
- Development of a work plan, prioritizing needs of the community and approach to be taken to achieve set goals and objectives
- Opportunity for awareness of mental health issues
- Frequency of meetings

The following motion was considered:

IEC004-2015 That it is the opinion of the Inclusion and Equity Committee, that staff be requested to provide at a future Committee meeting the following information:

a. a statistical scan of Brampton’s diversity;

b. an update on inclusion and equity initiatives undertaken
and policies in place across City departments and programs; and,  
c.  an inventory of best practices in place in other municipalities to assist the Committee in the development of its work plan.

Carried

8. **Correspondence** - nil

9. **Question Period** - nil

10. **Public Question Period** - nil

11. **Adjournment**

The following motion was considered:

IEC005-2015 That the Inclusion and Equity Committee do now adjourn to meet again on Thursday, January 28, 2016 at 7:00 p.m. or at the call of the Chair.

Carried
Brampton Inclusion and Equity Committee  
(January 2016)  

Links to Statistical Data Regarding Brampton’s Diversity

Census Bulletins / National Household Survey Bulletins

2011 Census Bulletin 1 - Population and Dwelling Counts

2011 Census Bulletin 2 - Age and Sex

2011 Census Bulletin 3 - Families households and marital status Structural type of dwelling and collectives

2011 Census Bulletin 4 - Language

2011 National Household Survey Bulletin #1 - Immigration, Citizenship, Ethnic origin, etc

2011 National Household Survey Bulletin #2 - Labour, Education, Place of work, Commuting to work, Mobility etc

2011 National Household Survey Bulletin 3 - Income, Earnings, Housing and Shelter Cost

Community Profile Reports

- Economic Overview of Brampton
- Demographic Overview
- Labour and Workforce Overview
- Brampton Employer Survey Results 2014
- Brampton Statistical Snapshot
- Brampton Community Profile

Region of Peel Open Data Portal:

2011 National Household Survey (NHS) – Immigration and Citizenship
Ward Profile Reports (Census / National Household Survey Ward Profiles):

- Ward 1
- Ward 2
- Ward 3
- Ward 4
- Ward 5
- Ward 6
- Ward 7
- Ward 8
- Ward 9
- Ward 10
Brampton Inclusion and Equity Committee  
(January 2016)  
Committee Reference Documents and Links

**Key Documents and Initiatives:**

- City of Brampton 2016-2018 Strategic Plan
- Region of Peel Diversity and Inclusion Plan
- City of Vaughan Diversity Strategy
- Diversity and Inclusion Charter of Peel
- Advancing Equity and Inclusion – A Guide for Municipalities

**Examples of Municipal Inclusion and Equity Committees:**

- City of Mississauga Diversity and Inclusion Committee
- City of London Diversity and Race Relations Advisory Committee
- City of Windsor Diversity Committee
- City of Thunder Bay Anti-Racism and Respect Committee
- City of Burlington inclusivity Advisory Committee
Fellow Committee Members:

I regret that I will be unable to attend the next Inclusion and Equity Committee meeting on January 28 as I had previously booked vacation out of the country.

My reason for writing is as follows. Part of the committee’s next agenda, includes the committee deliberations and elections for Chair and Co-chairs, as deemed appropriate.

Based on my experience and interest, and if it is helpful to the committee, I am respectfully submitting my name to Chair the Committee.

To provide some context for my submission, I am:

Past Chair of the Accessibility Advisory Committee of the City of Brampton (for 12 years);
Past Vice Chair of the Board of Governors of Sheridan College (for 6 years);
Past Commissioner (Board of Directors) of Hydro One Brampton (for 6 years);
Past Vice Chair of the Board of Directors of Meridian Credit Union, the largest credit union in Ontario (for 23 years);
Past President (member) of Brampton Heart Lake Rotary Club (for 19 years); and
Past Chair of the Employees with Disabilities Committee, Hydro One (employee for 26 years).

Other demonstrations of leadership include, recipient of City of Brampton’s Inspirational Award, Queen’s Golden Jubilee Medal, Queen’s Diamond Jubilee Medal and 2006 Brampton Citizen of the Year.

I wish the Inclusion and Equity Committee well in its deliberations during the January 28 meeting.

Respectfully submitted
Bob Pesant