Thursday, September 29, 2016

Boardroom WT-2C and WT-2D
2nd Floor – West Tower

Members:  Gurratan Singh (Chair)
          Joe Pimentel (Vice-Chair)
          Joanne Leslie
          Cherian Manathara
          Bob Pesant
          Roop Sandhu
          Hemant Tailor
          Daisy Wright
          Kris Noakes – Peel Aboriginal Network
          Jeanette Schepp – Canada Mental Health Association – Peel
          City Councillor Martin Medeiros – Wards 3 and 4

Members Absent:  Amaleethan Xavier (Vice-Chair – regrets)
                 Louis Adams (regrets)
                 Richard Emode (regrets)
                 Gurwinder Gill (regrets)
                 Duke Pratt (regrets)
                 Rajinder Saini
                 Priyanka Sheth – LGBQT Community (regrets)
                 Regional Councillor Elaine Moore – Wards 1 and 5 (regrets)
                 City Councillor Gurpreet Dhillon – Wards 9 and 10 (regrets)

Staff Present:  Public Services, Recreation and Culture
                 Mary Held, Acting Manager, Central Services
                 Michelle Robinson, Recreation Supervisor, Community Development

                 Corporate Services Department
                 Peter Fay, City Clerk
                 Chandra Urquhart, Legislative Coordinator
The meeting was called to order at 7:00 p.m. and adjourned at 8:49 p.m.

1. **Approval of Agenda**

   IEC010-2016 That the agenda for the Inclusion and Equity Committee Meeting of September 29, 2016 be approved, as printed and circulated.

   Carried

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

3. **Previous Minutes**

3.1. Minutes - Inclusion and Equity - March 31, 2016

   The subject minutes were approved by Council on May 25, 2016 and provided for Committee’s information.

3.2. Inclusion and Equity - Note to File - June 23, 2016

   The subject notes were provided for Committee’s information.

4. **Delegations / Presentations**


   Peter Fay, City Clerk, provided an overview of the discussion with the members who were in attendance on June 23, 2016 regarding a vision statement for the Committee. Priorities, engagement, awareness and responsiveness were discussed. Two draft vision statements resulted and are presented for consideration by Committee in Item 4.2.

   The following motion was considered:

   IEC011-2016 That the presentation to the Inclusion and Equity Committee meeting of September 29, 2016, re: Inclusion and Equity Facilitator Session Workshop be received.

   Carried
4.2. Presentation, re: **Strategic Plan Finalization - September 29, 2016**

Peter Fay, City Clerk, explained that the intent of the presentation was to finalize the draft strategic plan and establish an action plan. A decision on a vision statement, priorities, goals and initiatives was vital to establishing an action plan.

The two versions of the draft vision statements were presented:

1. Brampton – a reflective, inclusive and equitable community
2. To fearlessly promote the development of a reflective, inclusive, equitable and just community

Committee discussed the statements and commented as follows:
- Pursuit of fairness, equity and inclusion
- Just and fairness is the ultimate goal
- Balanced vision is needed
- Pursue instead of promote
- Challenge the status quo
- Not being afraid of uncomfortable discussions
- Statement should be bold
- Fearless notes bravery
- Delivering a positive message

Committee agreed on the following as the vision statement:
- To fearlessly pursue a reflective, inclusive, equitable and just community.

Discussion continued regarding the strategic goals and initiatives with the focus on three priorities: responsiveness, engagement and awareness as outlined in the chart included in the presentation. Comments were provided as follows:
- Benchmarking and educating staff
- Understanding partnerships with different groups
- Raising community awareness
- Undertaking a SWOT (strengths, weaknesses, opportunities, threats) analysis
- Recognizing areas that are under resourced
- Viewing inclusion and equity from all angles including social and political
- Connecting with youth to participate and champion discussions on these issues through an Equity Ambassador program – staff advised that the City leads a youth a program
- Engaging the community to bring awareness
- Recognizing that completion of strategic initiatives requires time, commitment and possibly financial resources
- Delivery of services and a communication strategy that maximizes technology i.e. social media
- Acknowledging celebration of different cultures, such as Carabram
- Notifying the Committee about events at the City for different cultures, such as flag raising ceremonies
- Persons with disabilities are not reflected in the City's hierarchy
- Demonstrating a vision of inclusiveness and diversity
- Creating a policy that brings more diversity to the City
- Public education campaign that includes diversity
- Deletion of reference regarding diversity celebration in strategic initiative under priority #3 awareness
- Acknowledging that the Committee is responsible for promoting diversity and bringing awareness to the public
  - recognizing what the City has accomplished, focus should not only be on what the City has not done
- Establishing subcommittees
  - to discuss and make decision on priorities
  - to move initiatives forward
- Timelines for completion of priorities

Mr. Fay advised that the changes requested by Committee will be reflected in the chart which will be sent to Members. It was suggested that Members work on the chart independently and submit findings before the next meeting on the following three questions:
1) Your interest in participating on one or more of three subcommittees focused on the goal streams of responsiveness, engagement and awareness
2) What each of the initiatives mean to you
3) What do you want to accomplish for each initiative this term and beyond

Mr. Fay advised that the responses received from Committee will assist in moving forward to the next steps which are to establish subcommittees and set the action plans and work to be completed.

The following motion was considered:

IEC012-2016 1. That the presentation to the Inclusion and Equity Committee meeting of September 29, 2016, re: Strategic Plan Finalization - September 29, 2016 be received; and,

2. That the following statement be approved as the Vision Statement for the Inclusion and Equity Committee Work Plan:

‘To fearlessly pursue a reflective, inclusive, equitable and just community’; and
3. That the Strategic Goals & Initiatives chart be amended such that Priority #3 Strategic Initiatives - Awareness #2 reads as follows: ‘Develop and implement public education campaigns’; and

4. That the following three comments/questions be incorporated in the Strategic Goals & Initiatives chart for Priorities #1, #2 and #3 and forwarded to Members for completion:
   1) Your interest in participating on one or more of three sub-committees focused on the goal streams of responsiveness, engagement and awareness
   2) What each of the initiatives mean to you
   3) What you want to accomplish for each initiative this term and beyond

5. That staff compile and present Members responses at the next meeting of the Committee.
   Carried

5. Reports / Updates

6. Other/ New Business


   The recommendations in the subject report were approved by Council on June 22, 2016 and provided for Committee’s information.


   IEC013-2016 That the article from the Globe and Mail dated July 13, 2016, to the Inclusion and Equity Committee meeting of September 29, 2016, re: Vancouver Embraces Inclusive Transgender Policy be received.
   Carried
7. **Inclusion and Equity Ideas**

   The following ideas were put forward by the Committee:

   a. Inclusion of wording in City Communication to the public that would promote and bring awareness of the Committee

   b. Flag raising events be made public and the presence of more Councillors and staff at such events

   c. Providing comments/information to Council about Inclusion and Equity, e.g., presentations/reports were provided to Council on the ethnic media program, sponsorship program and Parks and Recreation Master Plan

8. **Correspondence**

9. **Question Period**

10. **Public Question Period**

11. **Adjournment**

   IEC014-2016  That the Inclusion and Equity Committee do now adjourn to meet again on Thursday, November 24, 2016 at 7:00 p.m. or at the call of the Chair.

   Carried

   ____________________________________________
   Gurratan Singh (Chair)