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