
Diversity and Inclusion Advisory Committee

Date

2015/11/18

Time

6:00 p.m.

Location

C-Banquets, Civic Centre, 12 Floor

Members Present

Bhagwan (Gary) Grewal
Daven Seebarran
Denise Gordon-Mohamud
E. Justin Ratnarajah
Hanoz Kapadia
Irfan Malik
Kris Noakes
Pervez Akhter
Ram Dhanjal
Sarwan Liddar
Suelyn Knight
Vikas Kohli
Sandeep Tatla
Paula De Coito
Sharon Douglas
Mayor Bonnie Crombie
Councillor Ron Starr

Members Absent

Pradip Francis Rodrigues
Abdul Qayyum Mufti
Asha Luthra
Lilian Kwok
Ahmed Hamud
Nagwa Abou El-Naga
Josephine Bau
Rajinder Saini
Christopher Taylor
Councillor Sue McFadden

Staff Present

Janice Baker, City Manager

Gary Kent, Commissioner of Corporate Services and Chief Financial Officer

Graham Walsh, Legal Services

Crystal Greer, Director, Legislative Services and City Clerk

Diana Rusnov, Manager, Legislative Services and Deputy Clerk

Ivana DiMillo, Director, Communications

Laurel Schut, Manager, Corporate Communications

CALL TO ORDER 6:11 P.M.APPROVAL OF THE AGENDA

Approved (Kris Noakes)

DECLARATIONS OF CONFLICT OF INTEREST – NilMINUTES OF PREVIOUS MEETING

Approved (Bhagwan (Gary) Grewal)

DEPUTATIONS/PRESENTATIONS

- a) Ivana DiMillo, Director, Communications presented an overview of the draft Multicultural Media and Advertising Strategy and requested that a subcommittee of DIAC be formed to provide input into a final report.

The following questions were raised: Irfan Malik asked whether ads were placed in publications outside of Mississauga. Sandeep Tatla questioned why given that 50% of the population was ethnically diverse was only \$25,000 is allocated to ethnic publications. Vikas Kohli asked about the advertising budget.

RECOMMENDATION

That Pervez Akhter, Kris Noakes, Hanoz Kapadia, E. Justin Ratnarajah, and Davan Seebarran be appointed to the Diversity and Inclusion Advisory Committee subcommittee who will work with staff on the Multicultural Media and Advertising Strategy.

Approved (Irfan Malik)
DIAC-0003-2015

- b) Amrita Kumas Ratta, Project Lead, Diversity and Inclusion Charter of Peel, and Varsha Naik, Chair, Regional Diversity Roundtable provided an overview of the Diversity and Inclusion Charter of Peel and indicated that they were looking for endorsement of the Charter. The Charter provides twelve commitments they are looking for people to support. A copy of the Charter was distributed.

Questions and comments were made by Members of the Committee about: the need to have champions of the Charter; the endorsement would should a professional and personal commitment to the principles; whether the commitments align with the City's wording; whether the Charter aligned with the Committee's mandate; the relationship

between the Regional Diversity Roundtable and the City; and what the expectations were if the endorsement was provided.

Given the number of questions raised, direction was given that Legal Services review the Charter and report back to DIAC.

RECOMMENDATION

That the deputation from the Diversity and Inclusion Charter of Peel, Regional Diversity Roundtable, be received and that further discussion related to the potential endorsement of the Charter be deferred to a future meeting of the Diversity and Inclusion Advisory Committee.

Received (Suelyn Knight)
DIAC-004-2015

- c) Raj Chopra and Maureen Brown presented their Mississauga Diversity Program, which would help move the Committee from vision to action. They indicated the program was available for the Committee, City or any other groups.

RECOMMENDATION

That the presentation from the Raj Chopra and Maureen Brown regarding the Mississauga Diversity Program, be received.

Received (Paula DeCoito)
DIAC-006-2015

MATTERS TO BE CONSIDERED

- a) Community Recognition – Program, Policy and Process for Requests in Support of Community Campaigns and Special Events

Laurel Schut, Manager, Corporate Communications provided an overview of the program and outlined the proposed options for the Committee's consideration.

Members of the Committee spoke about the flag raising option and raised the following in support of all flag raisings: creates a sense of belonging; sense of diversity and inclusion by allowing all types of flags

Members of the Committee raised concerns with the option of flag raisings stating: the flags cannot be secular; issues with Human rights; potential conflicts with different

celebrations on the same day; cost and process involved in evaluating applications; process and cost of potentially changing flags daily; should not permit national flags other than aboriginal recognition; need for political neutrality.

Staff provided clarification regarding the basis and evaluation of the criteria presented and the need for political neutrality.

RECOMMENDATION

1. That the report entitled "Community Recognition – Program, Policy and Process for Requests in Support of Community Campaigns and Special events," be received.
2. That the Diversity and Inclusion Advisory Committee support the current policy and practice related to proclamations.
3. That the Diversity and Inclusion Advisory Committee support the current practice related to the lighting of the Clock Tower requiring all requests to go to Council.
4. That the matter of flag raisings be referred to staff for further review and investigation and to report back to a future Diversity and Inclusion Advisory Committee meeting.

Approved (Hanoz Kapadia)
DIAC-007-2015

b) MISSISSAUGA GIVES

Given the discussion under Community Recognition the Committee and that this request was submitted in the summer, the Committee supported the request.

RECOMMENDATION

That the request from Mississauga Gives to light the clock tower to commemorate "Giving Tuesday" on December 1, 2015, be supported.

Approved (Vikas Kohli)
DIAC-0008-2015

c) DIVERSITY AND INCLUSION ADVISORY COMMITTEE VISION AND ACTION PLAN

The Committee received the information.

RECOMMENDATION

That the Memorandum from Diana Rusnov, Manager, Legislative Services, dated November 12, 2015, with respect to the results of the Diversity and Inclusion Advisory Committee's Priorities and Vision and Action Plan exercise, be received.

Received (Denise Gordon-Mohamud)
DIAC-0009-2015

ADJOURNMENT – 8:52 P.M.