
Diversity and Inclusion Advisory Committee

Date

2019/12/04

Time

6:00 PM

Location

Civic Centre, Hearing Room – Second Floor
300 City Centre Drive, Mississauga, Ontario, L5B 3C1

Citizen Members

Abdul Qayyum Mufti
Bhagwan (Gary) Grewal
Brad Bass
Cindy Stevens
Denise Gordon-Mohamud
Hanoz Kapadia
Irfan Malik
Jo-Anne Beggs
John Henry He
Josephine Bau
Kaukab Usman
Raihanna Hirji-Khalfan

Members of Council

Councillor Sue McFadden (Chair)
Councillor Ron Starr (Vice-Chair)
Mayor Bonnie Crombie

Contact

Megan Piercey, Legislative Coordinator, Legislative Services
905-615-3200 ext. 4915/ Email: megan.piercey@mississauga.ca

Find it Online

<http://www.mississauga.ca/portal/cityhall/diversityandinclusioncommittee>

1. CALL TO ORDER

1.1. Appointment of Chair

1.2. Appointment of Vice-Chair

2. APPROVAL OF THE AGENDA

3. DECLARATION OF CONFLICT OF INTEREST

4. MINUTES OF PREVIOUS MEETING

4.1. Diversity and Inclusion Advisory Committee Minutes – June 20, 2018

5. PRESENTATIONS

5.1. Megan Piercey, Legislative Coordinator in regards to Diversity and Inclusion Advisory Committee Procedures

6. DEPUTATIONS - Nil

7. PUBLIC QUESTION PERIOD - 15 Minute Limit (5 Minutes per Speaker)

Pursuant to Section 42 of the Council Procedure By-law 0139-2013, as amended:
The Diversity and Inclusion Advisory Committee may grant permission to a member of the public to ask a question of the Diversity and Inclusion Advisory Committee, with the following provisions:

1. The question must pertain to a specific item on the current agenda and the speaker will state which item the question is related to.
2. A person asking a question shall limit any background explanation to two (2) statements, followed by the question.
3. The total speaking time shall be five (5) minutes maximum, per speaker.

8. MATTERS TO BE CONSIDERED

8.1. Diversity and Inclusion Advisory Committee priorities and vision arising from the October 29, 2019 facilitated session

9. INFORMATION ITEMS

9.1. 2020 Diversity and Inclusion Advisory Committee Meeting Schedule

10. OTHER BUSINESS

11. DATE OF NEXT MEETING – February 12, 2020

12. ADJOURNMENT

City of Mississauga

Minutes



Diversity and Inclusion Advisory Committee

Date

2018/06/20

Time

6:00 PM

Location

Civic Centre, Hearing Room - Second Floor,
300 City Centre Drive, Mississauga, Ontario, L5B 3C1 Ontario

Citizen Members Present

Abdul Qayyum Mufti
Ahmed Hamud
Bhagwan (Gary) Grewal
Daven Seebarran
Denise Gordon-Mohamud
E. Justin Ratnarajah
Hanoz Kapadia
Josephine Bau
Lilian Kwok
Nagwa Abou El-Naga
Ram Dhanjal

Stakeholders Present

Christopher Taylor
Sharon Douglas

Members of Council Present

Councillor Sue McFadden
Councillor Ron Starr

Staff Members Present

Diana Rusnov, Director, Legislative Services and City Clerk
Allyson D'Ovidio, Legislative Coordinator

Citizen Members Absent

Pradip Francis Rodrigues
Sarwan Liddar
Sueelyn Knight
Kris Noakes
Rajinder Saini
Irfan Malik
Vikas Kohli
Pervez Akhter

Stakeholders Absent

Sandeep Tatla

Members of Council Absent

Mayor Bonnie Crombie

Find it online

<http://www.mississauga.ca/portal/cityhall/diversityandinclusioncommittee>

1. CALL TO ORDER – 6:15PM
2. APPROVAL OF THE AGENDA

Approved (D. Seebarran)

3. DECLARATION OF CONFLICT OF INTEREST - Nil
4. MINUTES OF PREVIOUS MEETING

- 4.1. Diversity and Inclusion Advisory Committee Minutes - December 6, 2017

Approved – (Councillor Starr)

5. PRESENTATIONS - Nil
6. DEPUTATIONS

- 6.1. **Mississauga Moves - Transportation Master Plan : Mississauga's Transportation Vision, Michelle Berquist, Project Leader, Transportation Planning (10 Minutes)**

Michelle Berquist, Project Leader, Transportation Planning spoke about Mississauga Moves, the City's Transportation Master Plan and vision. Ms. Berquist provided background information and the present status, noting that they are now in the third phase of the plan, determining what actions need to be taken to move our city forward by 2041. The vision is "Mississauga will be a place where everyone and everything has the freedom to easily and efficiently get anywhere at any time.

Ms. Berquist noted that some of the areas considered during the study include: car ownership; transit ridership; population growth; daily trip numbers; goods and service delivery; demographics and who is going to be in Mississauga in the next 25 years. To collect information, Ms. Berquist spoke about the importance of community engagement and noted their teams has hosted many pop-ups events and collected over 1000 stories through social media at #mississaugamoves.

Ms. Berquist noted information on the plan, results from Phase 2 and a survey, can all be found in detail on the website <https://yoursay.mississauga.ca/transportation-masterplan>. Ms. Berquist may return to the committee at a future date.

Members of the committee engaged in a discussion with respect to the importance of transportation hubs for students and the frequency of road maintenance. Ms. Berquist

noted that road maintenance is being studied as a separate initiative.

DIAC-0001-2018

That the deputation on June 20, 2018 by Michelle Berquist, Project Leader, Transportation Planner, with respect to “Mississauga Moves – Transportation Master Plan – Mississauga’s Transportation Vision”, be received for information.

Received – (Daveen)

7. PUBLIC QUESTION PERIOD - 15 Minute Limit (5 Minutes per Speaker) - Nil

Pursuant to Section 42 of the Council Procedure By-law 0139-2013, as amended:

The Diversity and Inclusion Advisory Committee may grant permission to a member of the public to ask a question of the Diversity and Inclusion Advisory Committee, with the following provisions:

1. The question must pertain to a specific item on the current agenda and the speaker will state which item the question is related to.
2. A person asking a question shall limit any background explanation to two (2) statements, followed by the question.
3. The total speaking time shall be five (5) minutes maximum, per speaker.

8. MATTERS TO BE CONSIDERED

8.1. **Holiday Messages on MiWay Bus Destination Signs**

Councillor McFadden introduced Ryan Cureatz, Manager, Marketing, Transportation and Works. Mr. Cureatz spoke about the process for members of the public to submit requests for destination signs and noted that they are handled on a case by case basis.

Mr. Cureatz identified the highlights of the report with respect to holiday messages on Miway buses, noting the recommendation and the restraints associated with the messaging system. In response to the committee, Mr. Cureatz reminded the members that the process of displaying holiday messages is voluntary and may be difficult to enforce amongst unionized staff.

Members of the committee engaged in a discussion with respect to additional messages that can be added based on the suggestions in the report and others that were not captured. In response to questions raised about Chinese New Year compared to Lunar

New Year, Josephine Bau, Citizen Member, explained that the Lunar New Year is a more inclusive holiday.

DIAC-0002-2018

1. That the current practice of voluntarily displaying statutory holiday messages on MiWay bus destination signs continue.
2. That the Diversity and Inclusion Advisory Committee (DIAC) support and recommend adding the following non-service related messages for display on MiWay bus destination signs:
 - a. Ramadan Mubarak
 - b. Happy Diwali
 - c. Happy Vaisakhi
 - d. Happy Lunar New Year
 - e. Happy Hanukkah
 - f. Black History Month
 - g. Happy Family Day
 - h. Asian Heritage Month
 - i. Happy Pride Month
 - j. National Child Day
 - k. UN Human Rights Day
 - l. Happy Kwanzaa
 - m. Tamil Heritage Month
 - n. Happy Nowruz

Approved – (H. Kapadia)

9. INFORMATION ITEMS

- 9.1. Updated Respectful Workplace Policy, 01-03-04 and Workplace Violence Policy, 01-07-01 (Please note; these policy updates are for information only)

Diana Rusnov, Director of Legislative Services and City Clerk reminded the members of their responsibilities to read and abide by the City's policies and noted the updates.

DIAC-0003-2018

That the updates to the Respectful Workplace Policy, 01-03-04 and Workplace Violence Policy, 01-07-01, be received for information.

Diana reminded everyone why

Received – (D. Gordon-Mohamud)

9.2. **Memorandum regarding Diversity and Inclusion Advisory Committee Work Plan from Diana Rusnov, Director of Legislative Services and City Clerk, dated March 21, 2016 and, Status of Action Items for information, as requested at the December 06, 2017 meeting.**

Diana Rusnov, Director of Legislative Services and City Clerk reminded members that this item was brought forward at the request of the committee in December, 2017. Daveen Seebarran, citizen member, noted he wanted to see what had been accomplished over the term.

DIAC-0004-2018

That the memorandum regarding the Diversity and Inclusion Advisory Committee Work Plan from Diana Rusnov, Director of Legislative Services and City Clerk, dated March 21, 2016 and, Status of Action Items be received for information.

Received – (D. Seebarran)

9.3. **Cycling Master Plan Update, Matthew Sweet, Manager, Active Transportation**

DIAC-0005-2018

That the memorandum dated June 14, 2018 from Fred Sandoval, Active Transportation Coordinator, with respect to the Cycling Master Plan update, be received for information.

Received - (E. Justin Ratnarajah)

10. OTHER BUSINESS

10.1. **Memorandum regarding the resignation of Citizen Member Suelyn Knight from the Diversity and Inclusion Advisory Committee**

DIAC-0006-2018

That the memorandum dated June 20, 2018 from Allyson D'Ovidio, Legislative Coordinator, with respect to the resignation of Citizen Member Suelyn Knight from the Diversity and Inclusion Advisory Committee, be received and the seat be declared vacant.

Received – (B. Grewal)

11. DATE OF NEXT MEETING - TBD

Councillor McFadden noted there are no future meetings scheduled at this time due to

summer recess and the upcoming election and noted the possibility for future changes to the committee.

12. ADJOURNMENT – 6:51PM – (G. Grewal)

DRAFT

City of Mississauga



Memorandum

To: Chair and Members of the Diversity and Inclusion Advisory Committee

From: Megan Piercey, Legislative Coordinator

Date: November 19, 2019

Subject: Diversity and Inclusion Advisory Committee Vision and Priorities Action Plan

Following the October 29, 2019 facilitated session with the Diversity and Inclusion Advisory Committee (DIAC) members, the following were identified as the priorities and vision of the Committee.

Diversity and Inclusion Advisory Committee

Priorities and Vision:

- Be the best voice we can be for our community as a whole
- Help Council understand and address barriers to inclusion
- Help raise awareness of the importance of diversity and inclusion
- Create clear goals and execute them
- Support Council in community building

The document attached was created by the committee and contains comments from staff, which are highlighted.

Megan Piercey
Legislative Coordinator
Legislative Services, Office of the City Clerk
300 City Centre Drive, Mississauga, ON L5B 3C1
(905) 615-3200 ext. 4915
megan.piercey@mississauga.ca

Diversity and Inclusion Committee – Priorities and Vision – October 29, 2019

Be The Best Voice We Can For Our Community	Help Council Understand And Address Barriers To Inclusion	Help Raise Awareness Of the Importance Of Diversity And Inclusion	Create Clear Goals and Execute a Plan	Support Council In Community Building
<p>Get community feedback on policies or engage and seek input in policy making</p> <p>When new or revised City policies are proposed, that request DIAC's advice, these items will be placed on the Agenda for DIAC's recommendation.</p>	<p>Day in the life "living with barriers" (Take people through a day)</p> <p>DIAC members are encouraged to seek out any individual opportunities to understand different barriers within the community.</p>	<p>Create awareness of DIAC's presence and engage through Radio (CBC) billboards & town hall meetings (social media)</p> <p>The City website includes information about DIAC: Terms of Reference, agendas, minutes and meeting dates.</p>	<p>Problem solving together in small diverse teams &</p> <p>Facilitated courageous conversations</p> <p>DIAC members are encouraged to provide their perspective or knowledge when making recommendations.</p>	<p>Advise on public art that reflects our diversity</p> <p>Staff from the City's Culture Division can speak to the committee in regards to the public art process and how the City Commissions art pieces.</p>
<p>Public surveys</p> <p>-do the communities feel inclusive</p> <p>-perspective/real barriers to inclusion</p> <p>-what needs to be done or inclusion and more...</p> <p>Citizen Satisfaction Survey was completed in June 2019 that identified citizens' perception about living and working in Mississauga. Strategic Communications can present the result at a future DIAC meeting.</p>	<p>Identify Community barriers</p> <p>DIAC members can advise the Legislative Coordinator to put items on the agenda as a point of discussion.</p>	<p>Welcome letter by the mayor</p> <p>A letter from the Mayor is received with your property tax bill.</p>	<p>Guidelines and principles for how committee will work</p> <p>The DIAC Terms of Reference provides the committee with the guidelines and mandate for how the committee will operate</p>	<p>Create a focal point</p> <p>-gathering space</p> <p>Staff from Community Development can speak to the committee in regards to gathering spaces.</p>
	Remove Self-Created Barriers	Educational Workshops/Info for committee and the public	<p>Definition of language</p> <p>-diversity, inclusion, anti-</p>	

Diversity and Inclusion Committee – Priorities and Vision – October 29, 2019

			racism, anti-oppression etc. Definitions are included in the Terms of Reference.	
	Address systemic barriers to inclusion (Identify System Structures) DIAC members can advise the Legislative Coordinator to put items on the agenda as a point of discussion.	Establish youth advisory groups Subcommittees can be formed to deal with specific issues, and will make recommendations to the parent Committee.	Have access to big data as evidence Census Hub is posted on the City's Website and provides details about the City and its residents. IT could present at a future DIAC meeting.	
		Encourage the next generation	Look for quick wins as part of the plan	
		Bring generations together of all ages, abilities and income	Set goals and measure achievement of goals and impact Develop a work plan to track the committee's goals and their progress.	
		Suggest Town Hall Members of Council regularly hold Town Halls within their Wards. Members of the Public are welcome to attend all DIAC meetings.	Objectives with concrete action plan The Committee members will work with City of Mississauga staff to set out a work plan for the Committee and outline their objectives.	
		Meet and greets with groups		
		Create an outreach plan for the committee		

Diversity and Inclusion Committee – Priorities and Vision – October 29, 2019

		Community Services, Community Development team could present to DIAC their initiatives and how they assist with community groups and associations.		
		Digitizing meeting videos “City policies” Standing Committee Meeting Videos are posted on the City's website.		

City of Mississauga
Memorandum



Date: 2019/10/02

To: Chair and Members of Diversity and Inclusion Advisory Committee

From: Megan Piercey, Legislative Coordinator

Meeting Date: 2019/12/04

Subject: 2020 Diversity and Inclusion Advisory Committee Meeting Schedule

The 2020 meeting dates for the Diversity and Inclusion Advisory Committee (DIAC) have been scheduled as follows:

Wednesday, February 12, 2020 – **Hearing Room**
Wednesday, May 13, 2020 – **Hearing Room**
Wednesday, September 9, 2020 – **Hearing Room**
Wednesday, December 2, 2020 – **Hearing Room**

Unless otherwise advised, all meetings will be held at 6:00 PM at the Mississauga Civic Centre in the Hearing Room – 300 City Centre Drive, Mississauga L5B 3C1.

Meetings may be cancelled at the call of the Chair due to insufficient agenda items or lack of quorum.

Please kindly contact the Legislative Coordinator in advance of the meeting if you will be absent or late so that quorum issues can be anticipated and dealt with accordingly.

Megan Piercey
Legislative Coordinator
Legislative Services, Office of the City Clerk
300 City Centre Drive, Mississauga, ON L5B 3C1
(905) 615-3200 ext. 4915
megan.piercey@mississauga.ca