



Agenda

Brampton Women's Advisory Committee The Corporation of the City of Brampton

Date: Thursday, July 17, 2025

Time: 7:00 p.m.

Location: Hybrid Meeting - Virtual Option & In-Person in Council Chambers – 4th Floor – City Hall

Members: Angel Massey-Singh (Co-Chair)
Kathleen Douglass (Co-Chair)
Simrat Atwal
Lindsay Branton
Nadia Chandra
Kritika Chopra
Dominique Darmanin-Sturgeon
Simran Dosanjh
Marjorie R. Taylor
Eraj Waqar
Regional Councillor R. Santos - Wards 1 & 5
Regional Councillor N. Brar - Wards 2 & 6

Accessibility of Documents: Documents are available in alternate formats upon request. If you require an accessible format or communication support contact the Clerk's Department by email at city.clerksoffice@brampton.ca or 905-874-2100, TTY 905.874.2130 to discuss how we can meet your needs.

Note: This meeting will be live-streamed and archived on the City's website for future public access.

1. Call to Order

2. Approval of Agenda

3. Declarations of Interest under the Municipal Conflict of Interest Act

4. Previous Minutes

4.1 Minutes - Brampton Women's Advisory Committee - April 17, 2025

The minutes were considered by Committee of Council on May 7, 2025, and approved by Council on May 14, 2025. The minutes are provided for Committee's information.

5. Presentations\Delegations

5.1 Delegation by Gerald Adad, Manager, Children and Youth Services, Countering Hate Lead, and Jas Dhillon, Manager, Diversity, Equity and Inclusion, Peel Regional Police, re: Countering Hate in Our Community

Note: A video was submitted by the delegation and is available for viewing [here](#)

To be received

6. Reports/Updates

6.1 Verbal update by Shanika Johnson, Manager, Equity Office, re: Equity, Diversity and Inclusion (EDI) Strategy 2025-2026

Note: Report is provided for information

7. Upcoming Pertinent Issues

8. Other/New Business/Information Items

8.1 Discussion re: Progress on Brampton Women's Advisory Committee - Purpose/Mandate

Attachments are provided for reference and information

8.2 Verbal update by City Clerk's Office, re: Resignation of Angel Massey-Singh, Co-Chair

9. Correspondence

10. Question Period

11. Public Question Period

15 Minute Limit (regarding any decision made at this meeting)

12. Adjournment

Next meeting: Thursday, October 16, 2025 at 7:00 p.m.



Minutes

Brampton Women's Advisory Committee

The Corporation of the City of Brampton

Thursday, April 17, 2025

Members Present: Angel Massey-Singh (Co-Chair)
Kathleen Douglass (Co-Chair)
Simrat Atwal
Kritika Chopra
Dominique Darmanin-Sturgeon
Eraj Waqar
Regional Councillor R. Santos
Regional Councillor N. Brar

Members Absent: Lindsay Branton
Nadia Chandra
Simran Dosanjh
Marjorie R. Taylor

Staff Present: Shanika Johnson, Manager, Equity Office, Corporate Services
Chandra Urquhart, Legislative Coordinator

1. **Call to Order**

The meeting was called to order at 7:02 p.m. and adjourned at 7:42 p.m.

2. **Approval of Agenda**

BWAC005-2025

That the agenda for the Brampton Women's Advisory Committee meeting, be approved as amended:

To add the following:

8.1 Discussion at the request of Kritika Chopra, Member, re: Youth Leadership Initiative

Carried

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

Nil

4. **Previous Minutes**

4.1 Minutes - Brampton Women's Advisory Committee - January 16, 2025

The minutes were considered by Committee of Council on February 17, 2025 and approved by Council on February 26, 2025. The minutes were provided for Committee's information.

5. **Delegations/Presentations**

5.1 Delegation by Jenna Robson, Director of Operations, Regeneration Outreach Community, re: Homelessness in the City

Jenna Robson, Director of Operations, Regeneration Outreach Community, provided a presentation entitled "Homelessness in the City". Committee discussion on this matter included the following:

- Changes to demographics of clientele since the pandemic
 - demographics include individuals who seek assistance from the marketplace and meal programs, while some may need one of the services
 - increase in individuals for mental health program support

- Availability of data on the number of women who visit the site and the type of issues they are facing
 - meal programs serve a lot more women, some of whom are facing family break downs and violence, international students, and some individuals who just need assistance
- Existing gaps in the program for women trying to access services
 - limited services are available in healthcare and addiction issues
- Mandate of the organization is to offer services to all in the community seeking assistance

The following motion was considered:

BWAC006-2025

That the delegation by Jenna Robson, Director of Operations, Regeneration Outreach Community, to the Brampton Women's Advisory Committee meeting of April 17, 2025, re: **Homelessness in the City**, be received.

Carried

6. Reports/Updates

- 6.1 Update by Regional Councillor Santos and Regional Councillor Brar, re: International Women's Day Event - March 8, 2025

Regional Councillor Santos and Regional Councillor Brar, provided an update on the International Women's Day Event held on March 8, 2025, noting that the event was successful and well attended. The following was highlighted:

- Concert - women empowerment
- Panel discussion

Committee discussion on this matter included the following:

- Acknowledgement of the marketplace feature and the young women entrepreneurs' participation
- Suggestion that the panel discussion be permitted more time for questions/comments
- Opportunity for members of the Committee to participate and play a bigger role in the planning of the event

- events' staff follow a planning model for event
- members may wish to meet with staff to discuss the event for 2026
- Comments that members would like to see more youth in attendance

Members were advised that the update was also an opportunity for members to provide feedback. It was suggested that an item be listed on the agenda for the meeting in January 2026 to discuss plans for next year's event.

7. Upcoming Pertinent Issues

Nil

8. Other/New Business/Information Items

8.1 Discussion at the request of Kritika Chopra, Member, re: Youth Leadership Initiative

Kritika Chopra, Member, provided information regarding a program entitled 'Youth Leadership Initiative,' and advised that the program was launched by the Region of Peel Stabilization Grant program as a pilot project. A flyer was circulated to members, and they were asked to share it with their social media platforms and youth networks. The program is in its outreach stage and is focused around diversity, equity and inclusion. Workshops will be offered, and youths will have an opportunity for mentorship roles.

Clerk's Office staff suggested that the flyer may be added to the agenda as additional material and published on the website.

9. Correspondence

Nil

10. Question Period

Nil

11. Public Question Period

Nil

12. Adjournment

The following motion was considered:

BWAC007-2025

That Brampton Women's Advisory Committee meeting do now adjourn to meet again on October 16, 2025 at 7:00 p.m.

Carried

Angel Massey-Singh (Co-Chair)

Kathleen Douglass (Co-Chair)

Delegation Request

For Office Use Only:
Meeting Name:
Meeting Date:

Please complete this form for your request to delegate to Council or Committee on a matter where a decision of the Council may be required. Delegations at Council meetings are generally limited to agenda business published with the meeting agenda. Delegations at Committee meetings can relate to new business within the jurisdiction and authority of the City and/or Committee or agenda business published with the meeting agenda. **All delegations are limited to five (5) minutes.**

Attention: City Clerk's Office, City of Brampton, 2 Wellington Street West, Brampton ON L6Y 4R2
 Email: cityclerksoffice@brampton.ca Telephone: (905) 874-2100 Fax: (905) 874-2119

Meeting: City Council Planning and Development Committee
 Committee of Council Other Committee:

Meeting Date Requested: Agenda Item (if applicable):

Name of Individual(s):

Position/Title:

Organization/Person being represented:

Full Address for Contact: Telephone:
 Email:

Subject Matter to be Discussed:	<input type="text" value="The Countering Hate Committee and it's work in hate crime in Peel since 2024."/>
Request to Council/Committee:	<input type="text"/>

Attendance: In-person Remote
 A formal presentation will accompany my delegation: Yes No
 Presentation format: PowerPoint File (.ppt) Adobe File or equivalent (.pdf) Video File (.mp4) Other:

Additional information/materials will be distributed with my delegation: Yes No Attached

Note: Delegates are requested to provide to the City Clerk's Office **well in advance of the meeting date:**

- (i) all background material and/or presentations for publication with the meeting agenda and /or distribution at the meeting, and
- (ii) the electronic file of the presentation to ensure compatibility with corporate equipment.

Submit by Email

Once this completed form is received by the City Clerk's Office, you will be contacted to confirm your placement on the appropriate meeting agenda.

Personal information on this form is collected under authority of the Municipal Act, SO 2001, c.25 and/or the Planning Act, R.S.O. 1990, c.P.13 and will be used in the preparation of the applicable council/committee agenda and will be attached to the agenda and publicly available at the meeting and on the City's website. Questions about the collection of personal information should be directed to the City Clerk's Office, 2 Wellington Street West, Brampton, Ontario, L6Y 4R2, tel. 905-874-2100, email:cityclerksoffice@brampton.ca.

COUNTERING HATE IN OUR COMMUNITY



Countering Hate Symposium, May 22nd, 2025

- **Began in March 2024 as a kickoff to the Countering Hate program.**
- **Purpose was to foster community-driven discussion on hate crimes and how we can come to collaborative solutions.**
- **For the 2025 Symposium, we provided a Year in Review to showcase the successes of the first year.**
- **We hosted a panel discussion regarding the local effects of global issues on municipalities and services.**
- **We facilitated tabletop discussions to take direction from the community on the future of Countering Hate.**

Countering Hate Symposium, May 22nd, 2025



COUNTERING HATE IN OUR COMMUNITY

MESSAGE FROM THE COMMITTEE

Hate is a complex issue that affects us all, both directly and indirectly. Hate causes indescribable hurt and harm, whether it is expressed towards individuals or communities, locally or globally. Regardless of how hate manifests, it can have a lasting negative impact on the way we see ourselves, our communities, and the world around us.

We all have a role to play in addressing hate, no matter how it is classified or who it is directed at. The only way to create meaningful, long lasting change, is to be unified in our response, and challenge hate in all its forms.

Those of us who developed this module understand hate. We have experienced it, witnessed it, and for some of us, it has changed our lives forever. Participating in the creation of this module is our way of taking a stand against hate, by empowering our communities to do the same.

We also recognize the complexity of how hate operates in Canada, including the role that institutions have to play in enabling hate in our communities. Our hope is that this module is a step in the right direction towards a better relationship between communities and institutions, including the justice system.

Through this module, we hope that you will learn more about what your role is in addressing hate. We hope that this will be an opportunity for you - valued members of our communities - to see the opportunities to reclaim your power, and challenge hate in safe and meaningful ways.

Thank you for committing to addressing hate by attending this session. We hope that this is a step towards creating safer communities for all.



MESSAGE FROM **PEEL REGIONAL POLICE**

Peel Regional Police stands united with our community in the fight against hate. Hate crimes and hate-motivated incidents are a blight on the fabric of our society, causing deep and lasting harm to individuals and communities alike. Whether these acts occur on our doorstep or resonate from afar, they challenge the core values we strive to uphold within our society and the justice system.

We have come together—police and community—to develop a resource that we believe will be instrumental in understanding and countering hate. Through this collaboration, we seek to empower not just our officers but every member of our community to recognize hate-driven acts and to respond with courage and conviction.

Our service acknowledges the painful truth that institutions, including law enforcement, can inadvertently perpetuate the cycle of hate. This admission is a cornerstone of our commitment to change. By participating in the development of this training, we are taking a proactive stance to not only address hate but to also reflect on our practices, ensuring that we are part of the solution.

COUNTERING HATE COMMITTEE



TRAINING OBJECTIVES

We invite you to engage with us in this educational journey, to learn about the role you can play in dismantling hate. This module presents an opportunity for you, our valued community members, to empower yourselves and others to stand firm against hate in informed and constructive ways.

The Countering Hate Committee thanks you for joining us in this vital training session. Together, let us take decisive steps toward nurturing safer and more inclusive communities for all.

TERMINOLOGY



What does hate mean to you?

TERMS TO KNOW

- ▶ **HATE:** Intense hostility and aversion usually deriving from fear, anger, misinformation, ignorance or sense of injury.
- ▶ **HATE INCIDENTS:** Involves behaviours which are motivated by bias against a victim's race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability or sexual orientation, gender identity, gender expression or similar factors that are not criminal offences. (E.g. disrespectful, discriminatory or hostile speech.)
- ▶ **HATE MOTIVATED CRIME:** Criminal act against a person, group of people or property that is motivated by hate, prejudice or bias based on race, colour, nationality or ethnic origin, language, religion, sex, gender identity, gender expression, age, mental or physical disability, sexual orientation or similar factor.

DATA AND STATISTICS

PRIORITY COMMUNITY STATISTICS

- ▶ Priority community statistics are important as they provide information for understanding what incidents and trends are occurring.
- ▶ **Reporting** - improves the ability of community services, medical and educational providers, and the police to better address the needs of priority communities.
- ▶ **Underreporting** - affects the accuracy of statistics on what is occurring. Any statistics being presented must always be understood as a portion of the population who are able to report.
- ▶ All reasonable efforts are made to ensure that the reporting process is safe. Reporting is encouraged, and those who report improve community service, medical, educational providers and the police to better address priority community needs.

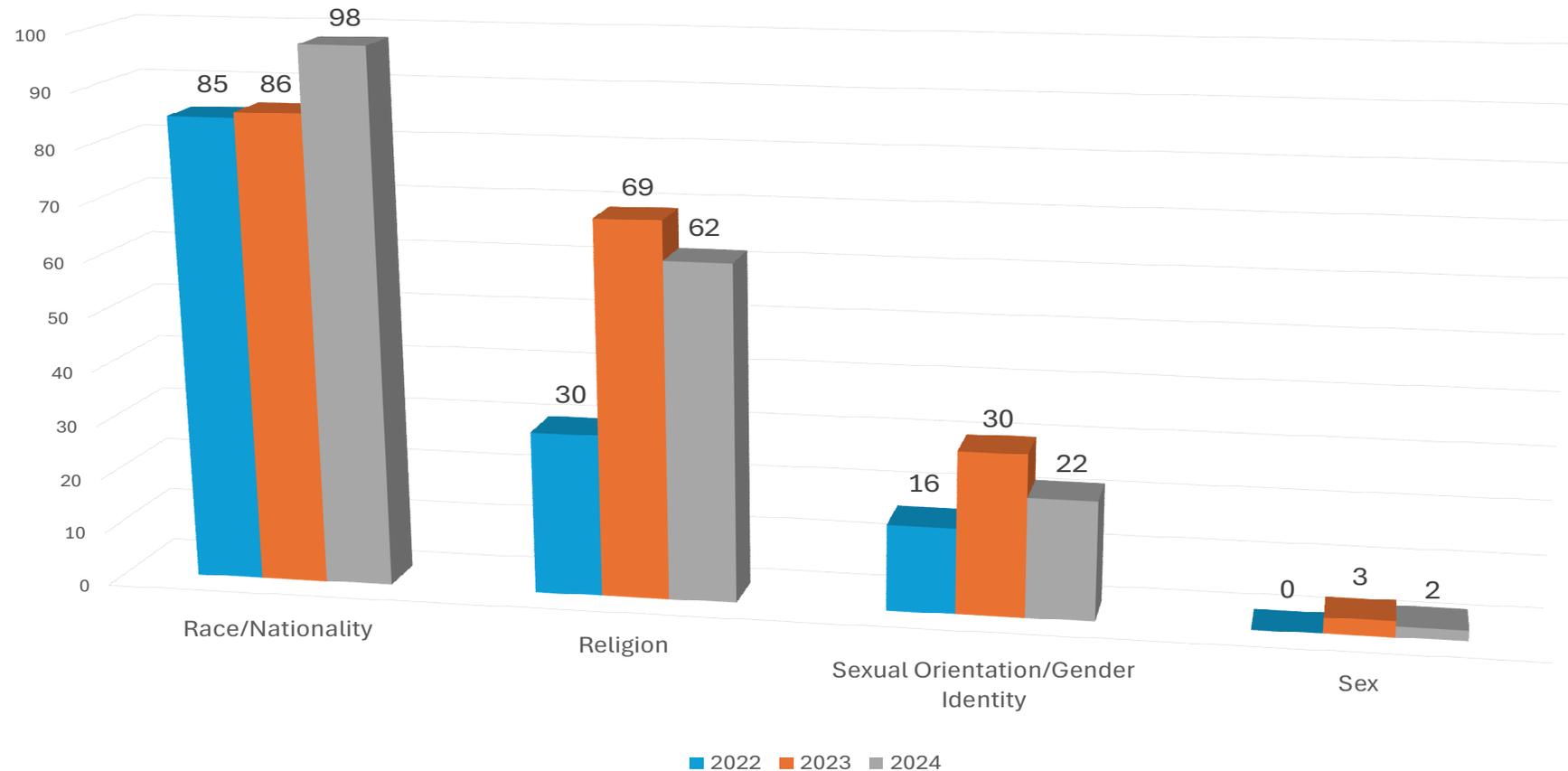
**WHAT IS NOT REPORTED
CANNOT BE ADDRESSED.**

TRENDS IN REPORTED HATE MOTIVATED CRIME

A REGIONAL AND NATIONAL VIEW

YEARLY COMPARISON OF HATE-MOTIVATED CRIMES

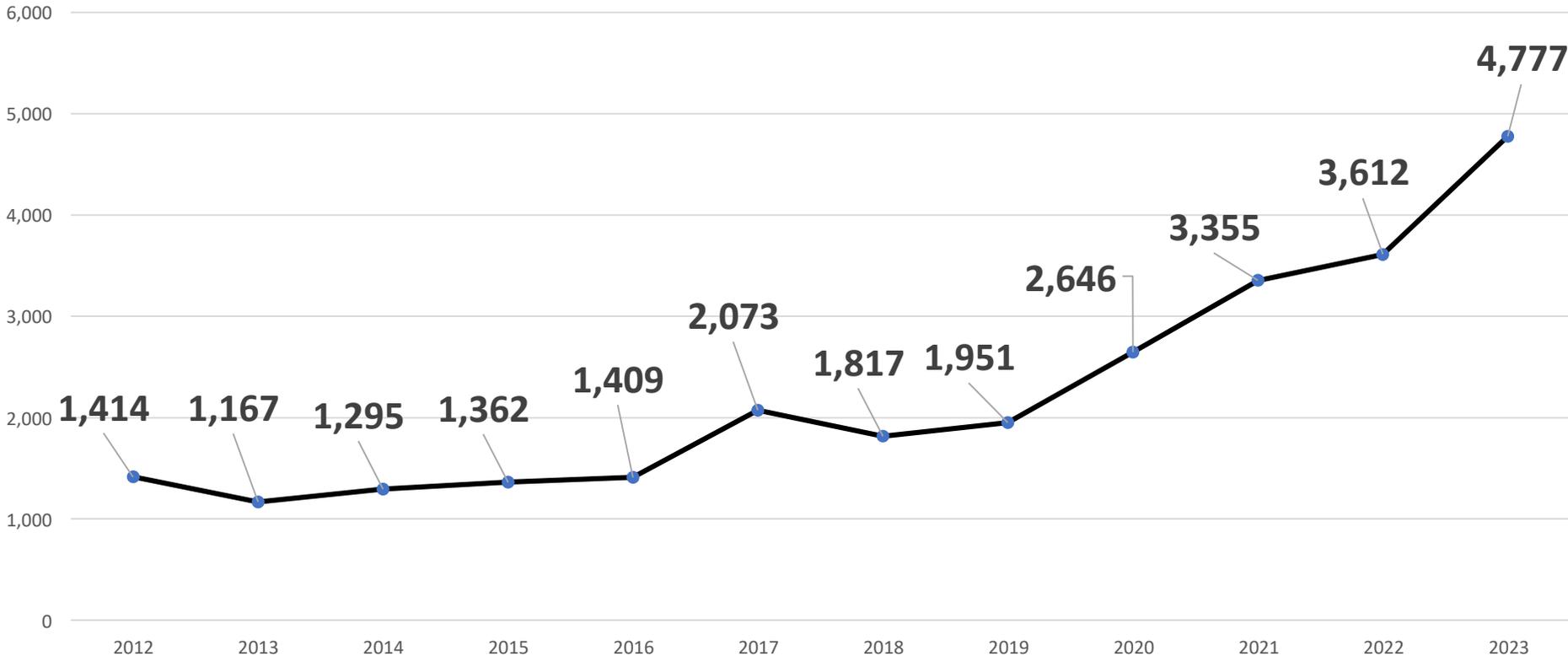
REPORTED TO POLICE BY MOTIVATION TYPE - 2022 TO 2024



STATISTICS CANADA – NATIONAL OVERVIEW

POLICE-REPORTED HATE CRIMES

The number of police-reported hate crimes increased 32% from 2022 to 2023.



HOW DOES **HATE MOTIVATED CRIME AFFECT US?**

Our priority communities and greater society:

- ▶ Fear
- ▶ Diminished opportunities
- ▶ Disruption of daily life
- ▶ Negatively impact on mental and physical health

UNDERSTANDING TRENDS IN HATE CRIME

- ▶ Fluctuate year over year
- ▶ Affected by global, national and local events
- ▶ Not always representative of actual experienced crimes due to under reporting

Improving Underreporting

- ▶ Police
 - ▶ Improving trust, reporting education and our community relationships are key
- ▶ Community, Schools and Medical providers
 - ▶ Reporting education and ongoing community engagement
 - ▶ Providing wraparound supports to the individual impacted, to ensure their physical and emotional safety throughout the process

UNDERSTANDING **HATE SPEECH**

Explicitly, hate motivated incidents and hate speech may appear to be statistically lower than expected; it's important to remember that implicit, unreported, and underreported hate speech and hate motivated incidents still happen!

- ▶ For example, behind closed doors, people can—and will—express personal and hateful comments about another's cultural and racial identity. This can happen through yelling slurs, stereotyping persons based on their race/ethnicity, religion, gender, orientation, identity, etc.
- ▶ Hate speech can be communicated verbally or in writing, or by way of images, cartoons, memes, objects, gestures and symbols - and it can take place both off and online.
- ▶ While hate speech is not illegal, it can contribute to underlying and hateful biases that may sprout other discriminatory and microaggressive behaviours.
- ▶ Hate speech is still harmful to people and our society.

PROTECTING OUR YOUTH AND ELDERS



PUBLIC AND ONLINE SPACES



SOCIAL MEDIA

ENCOURAGED TO REPORT OVER DIFFERENT APPLICATIONS

PARENTAL, COMMUNITY, EDUCATIONAL & POLICE SUPPORTS

YOUTH



PUBLIC SPACES



SOCIAL MEDIA

ENCOURAGED TO REPORT TO FAMILY, HEALTH CARE PROFESSIONALS, COMMUNITY, EDUCATIONAL SERVICES & POLICE SUPPORTS

ELDERS



UNDERSTANDING **OUR COMMUNITY**

- ▶ Victims and Survivors
 - ▶ Victim-centred supports and programs
- ▶ Trauma Reduction
 - ▶ Mental health supports and programs
 - ▶ Culturally responsive supports
 - ▶ Service providers and police
 - ▶ Critical to always have a victim-informed support program so each person receives what they require and what works best for them.
 - ▶ Learn and provide the appropriate supports

COUNTERING VIOLENT EXTREMISM CRIME (CVE)

CONTRIBUTING FACTORS AND UNDERSTANDING CVE



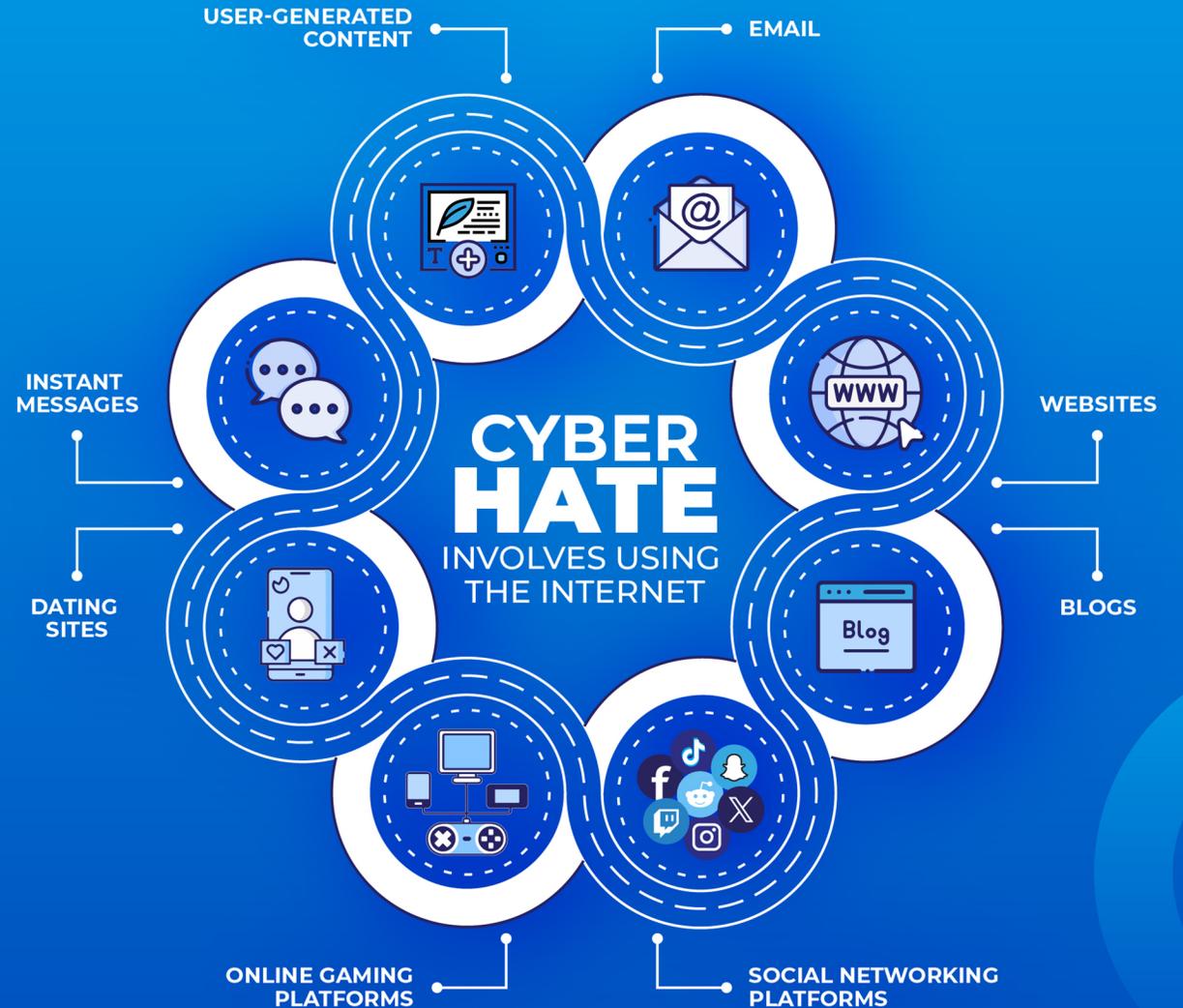
(CVE) **COUNTERING VIOLENT EXTREMISM**

- ▶ In connection to hate motivated crimes, **extremist** views can create more serious incidents that include **violent acts** against specific groups, communities and priority communities alike.
- ▶ The Government of Canada's approach to countering radicalization to violence includes targeted programming and resources to:
 1. Early prevention efforts are aimed at the general population and have the objective of preventing the onset of harmful behaviour.
 2. At-risk prevention efforts are directed at individuals or groups in the initial stages of radicalization to violence.
 3. Disengagement efforts are aimed at individuals who have become directly involved in ideologically-motivated violence.

(Adapted from the National Strategy on Countering Radicalization to Violence)

CVE CYBER CRIME & ONLINE HATE

- ▶ Cyber hate comes in many forms and can be rooted in, but not limited to racism (anti-Black, Indigenous, Asian, South Asian, etc.), misogyny, homophobia, transphobia, classism, ableism, religion based hatred and White supremacy, either along or in combination (intersectional discrimination).
- ▶ The growth of social media has provided additional platforms for the expression of hate.
- ▶ The terms Cyber Hate and Online Hate generally refer to hate speech that happens online



CVE

INTERVENTION AND SUPPORT

- ▶ When someone is identified to require intervention due to any stage of radicalization from pre-radicalized to active radicalization the **Estimated Time of Arrival Model (ETA) Ontario** is available and operated through **York Town Family Services**.
- ▶ **ETA Ontario** is a rapid access biopsychosocial intervention model that redirects people away from hate based ideologies and violent extremism.
- ▶ This program accepts referrals who may be pre-radicalized (prevention/early intervention), radicalizing, radicalized, and radicalized to violence.
- ▶ This specialized team consists of a mental health therapist, engagement and intervention workers, spiritual care, peer support, psychiatry and a housing workers.
- ▶ Referrals can be made through etaontario.ca



ETA

CRIMINAL CODE & POLICE SUPPORT

UNDERSTANDING CRIMINAL CODE

Hate-motivated crime is currently limited to four offences as described in the Criminal Code of Canada. These offences specifically pertain to hate, which fall under the Hate-Propaganda section and require consent before charges are laid.

1. Section 318 (1) – Advocating Genocide
2. Section 319 (1) – Public Incitement of Hatred
3. Section 319 (2) – Willful Promotion of Hatred
 - ▶ Section 319 (2.1) – Willful Promotion of Anti-Semitism
4. Section 430 (4.1) – Mischief relating to religious property

UNDERSTANDING ROLE OF THE POLICE

A safer community together:

- ▶ Supporting the community
- ▶ Collaborating with the community
- ▶ Responding to community needs
- ▶ Protecting affected communities and members alike



REPORTING HATE MOTIVATED CRIME AND INCIDENTS

HATE CRIME REPORTING

WHAT CAN WE DO?



CALL 9-1-1

If you are in immediate danger.

CALL 905-453-3311

If you are not in danger, call this number to report all crime to Peel Regional Police.

REPORT ONLINE

Report Hate-Motivated crime or incidents online at

peelpolice.ca/report_hate

WHAT INFO DO YOU NEED WHEN REPORTING?



IT IS NORMAL TO EXPERIENCE FEAR WHEN MAKING A REPORT, BUT WE ARE HERE TO SUPPORT YOU.



ANY PIECE OF INFORMATION COUNTS.



THERE IS NO SPECIFIC SET OF DETAILS.



PRP'S COMMUNICATORS AND OFFICERS WILL GUIDE YOU THROUGH THE PROCESS TO HELP YOU AND/OR JOG YOUR MEMORY AS THESE SITUATIONS CAN BE VERY STRESSFUL AND PRP'S FRONT LINE, DEI BUREAU AND OPERATIONAL EMPLOYEES ARE TRAINED FOR THIS.



REPORTING HELPS EVERYONE.

HOW DOES REPORTING HELP?



1
COLLABORATIVE EFFORTS WITH COMMUNITY ORGANIZATIONS ARE STRENGTHENED AND INITIATED WHERE NEEDED.



2
COMMUNITY EMPOWERMENT THROUGH SUPPORTIVE AND INCLUSIVE REPORTING PROCESSES.



3
IMPROVED DATA BY ROUTE OF CALLING, EACH CALL HELPS UNDERSTAND TRENDS TO BETTER ASSIST AND BE AWARE OF. MORE ACCURATE STATS MEANS MORE ACCURATE SUPPORTS AND REPRESENTATION OF WHAT IS CURRENTLY HAPPENING. THIS DIRECTLY IMPROVES EVIDENCE-BASED POLICING.



4
IMPROVED COMMUNITY SUPPORT THROUGH BETTER ENGAGEMENT, TRUST AND REPORTING.

WHAT HAPPENS AFTER REPORTING?

Reassurance Protocol

Hate-motivated crimes and incidents impact our community members in several negative ways. The residual impact of such crimes and incidents often results in feelings of fear, marginalization, and alienation. To ensure that victims of hate-motivated crimes and incidents receive the necessary support and reassurance from PRP, and to help mitigate and minimize the above-noted concerns, PRP's **'Reassurance Protocol'** has been formally implemented by the Diversity, Equity & Inclusion Bureau.

- ▶ The Regional Hate-Motivated Crime Coordinator or designate ensures that they follow up with the victim/complainant of all hate-motivated crime and hate incidents;
- ▶ Follow-ups with the victims/complainants are done in a timely manner. Given that public/personal safety is a crucial aspect of our service delivery, appropriate follow-ups and the provision of wrap around supports are imperative. During the follow-up process, Victim Services and any other relevant social support services are offered to affected community members;

WHAT HAPPENS **AFTER REPORTING?**

- ▶ Uniform police officers will attend all hate related calls (in plain clothes or Uniform). PRP aims to assure the public that PRP takes all reported crime very seriously and utilize the appropriate resources to ensure that a thorough investigation is conducted.
 - ▶ All frontline officers have to wear a uniform when responding to calls including hate crimes/incidents.
 - ▶ Investigators from the Criminal Investigation Bureau who investigate these crimes wear plain cloths. Diversity, Equity and Inclusion officers, when providing supports and reassurance have an option of wearing plains clothes as well.

ADDITIONAL **SUPPORTS AND EXERCISES**

In addition to reporting and post-reporting processes, community partners and the police work together to offer:

Crime prevention supports

- ▶ Early intervention services to assist in reducing/stopping hate based activity.

Wrap-around supports

- ▶ Police and Community Partner collaboration to design, support and provide support programs to assist with multiple needs for victims, survivors and affected priority communities.

NEW ADDITIONS AND DEVELOPMENTS



New Exercises for Youth and Seniors

- ▶ Intersectionality Exercises
- ▶ Bias Recognition
- ▶ Bystander Intervention**
- ▶ Online Habits**

SITUATION TRAINING

- ▶ **Scenario - You witness someone being called an offensive slur in the school cafeteria.**
- ▶ What state are you in? Ex. were you calm and relaxed before, or were you already tense because of midterms?
- ▶ What is your **natural** response? Fight, flight, freeze, fawn?
 - ▶ Ex. previous traumas similar to the situation might trigger a certain response.
- ▶ Is it safe for you to intervene? What do you base this feeling on?
 - ▶ Ex. Someone may not stand up for 2SLGBTQ+ at the risk of being exposed, themselves, as part of the 2SLGBTQ+ Community

THE 5 D'S

HOW TO BE AN ACTIVE BYSTANDER

- ▶ **We never encourage anyone to directly intervene if it could result in personal harm.**
- ▶ As a bystander, there are still opportunities to address a situation and support a victim SAFELY, using the 5D's.
 - 1. Direct Action**
 - 2. Distract**
 - 3. Delegate**
 - 4. Document**
 - 5. Debrief**

WHAT DO WE DO ABOUT IT?

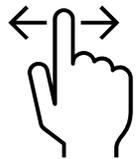
BE AWARE OF YOUR HABITS



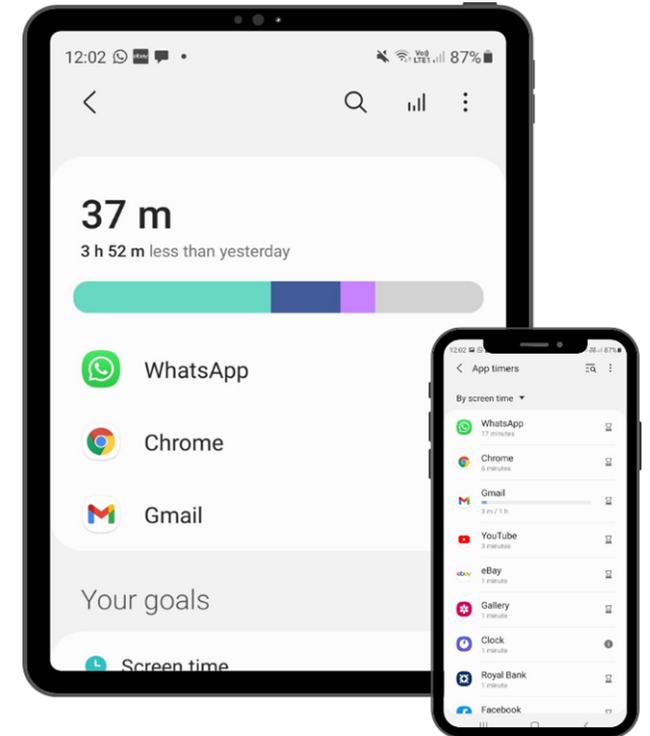
- ▶ **Time:** Social media can be addictive. How much time am I spending online?



- ▶ **Emotions:** How is what I'm viewing and who I'm communicating with making me feel?



- ▶ **Balance your content diet** – negative emotions about content aren't always bad, but constant exposure to those emotions can take a toll on your wellbeing
 - Think about reducing your screentime
 - Ask yourself why you feel so powerfully about certain content to figure out how much time you need to spend on something



WHAT DO WE DO ABOUT IT?

IMPROVE YOUR HABITS

- ▶ **Look for positive content:** Click on more positive content that makes you feel happier to influence your algo.
- ▶ **Look for wellbeing apps:** If you're going to spend time on your phone, try to find apps that can pull your time towards more positivity
- ▶ **Connect in-person:** You can be creative in how you spend time in-person while doing the things you like – Ex. you can still game together in the same room!
- ▶ **Be a Role Model:** Your behaviour online sets an example for others. By practicing positive digital habits, you can influence your friends and family to do the same.

Strong Cities Conference in Brampton



CLOSING MESSAGE

We want to extend our heartfelt thanks to each of you for your participation and engagement today. Your commitment to understanding, addressing and reporting hate crimes is the foundation upon which a more compassionate and just community can be built.

Throughout this module, we have navigated the complexities of hate crimes together, examining their roots, impact, and the mechanisms by which they can be confronted. This journey of learning does not end here; it is an ongoing process that requires our continuous attention and action.

We are inspired by the collective wisdom and determination that have been shared here. Remember, the knowledge you have acquired is a tool—use it to forge change, to protect the vulnerable, and to uphold the values of dignity and respect for all.

May we be agents of change in our daily lives, whether in Uniform or as a member of the community. We have the power to not only respond to hate but to be proactive in ensuring a safer community together.

Thank you once again for your dedication to making a difference. It is only through our shared efforts that we can work together to dismantle hate and build a legacy of peace and unity.





Report
Staff Report
 The Corporation of the City of Brampton
 6/25/2025

Date: 2025-05-28

Subject: **Equity, Diversity and Inclusion (EDI) Strategy 2025-2026**

Contact: Shanika Johnson, Manager, Equity Office

Report number: Corporate Support Services-2025-531

RECOMMENDATIONS:

1. That the report from Shanika Johnson, Manager, Equity Office to the Council meeting of June 25, 2025 re: **Equity, Diversity and Inclusion (EDI) Strategy 2025-2026 and Equity Office Progress Report**, be received;
2. That the Equity, Diversity and Inclusion (EDI) Strategy 2025-2026 (Appendix 1) and The Equity Office Progress Report (Appendix 2) be endorsed by Council; and
3. That staff develop an implementation plan for the recommendations in the Equity, Diversity and Inclusion (EDI) Strategy with the goal of a net zero impact to the property tax base.

OVERVIEW:

- **The City of Brampton is committed to nurturing the principles of equity, diversity and inclusion to achieve meaningful participation of our diverse community. "The Brampton 2040: Living the Mosaic" " reflects the central vision of our community. In alignment with the City's Corporate Strategic Plan, the EDI Strategy fulfils this vision of the city.**
- **The City's EDI Strategy aims to decolonize systems and remove barriers that impacts Indigenous, Black and other Equity Deserving communities.**
- **The EDI Strategy aims to achieve these goals through four pillars: Diverse and Equitable Workforce; Community Engagement; Foster and Create a Culture of belonging; and Identify and Address Systemic Barriers. The pillars articulate how the City of Brampton will embed EDI in support of the needs of the workforce and the community.**
- **City Council is committed to addressing systemic barriers within communities through the adoption of various motions and actions for Equity Deserving communities. Council has adopted C247-2019 the Truth**

and Reconciliation Calls to Action, National Inquiry into Missing and Murdered Indigenous Women and Girls, C247-2019 United Nations Declaration on the Rights of Indigenous People, C208-2020 that the City establish a Unit to combat and address Anti-Black Racism in the city of Brampton.

- **Community input and engagement on the plan is expected to be ongoing to ensure the needs of Equity Deserving groups are reflected.**
- **Staff will develop an implementation plan for the recommendations in the Equity, Diversity and Inclusion (EDI) Strategy with the goal of a net zero impact to the property tax base.**

BACKGROUND:

As one of the most diverse cities in Canada, the City of Brampton has a responsibility to embed equity, diversity and inclusion (EDI) across its operations to ensure the effective and fair delivery of services and programs. Diversity is at the heart of Brampton's identity and our collective vision is to build a city that reflects a rich mosaic of people, places and opportunities coexisting harmoniously.

To achieve this vision and address systemic barriers faced by Brampton's diverse population, the City established the Equity Office in December 2020. The Equity Office is dedicated to embedding EDI principles throughout the Corporation and fostering inclusive engagement with the broader Brampton community.

The Equity Office has been reviewing and examining the needs of the Corporation and the Brampton community with the intent of creating an Equity, Diversity and Inclusion (EDI) Strategy. The tasks of the Equity Office include but are not limited to:

- Identifying and addressing gaps and barriers by carrying out benchmarking research on belonging and inclusivity to pinpoint best practices suitable for Brampton.
- Meeting the needs of the city by evaluating current City policies, practices and inclusion initiatives.
- Creating environments that foster a feeling of inclusion and belonging through cross-functionally liaising with internal divisions like Human Resources and other groups like Employee Resource Groups; and
- Embedding EDI into our planning and delivery of programs and service through community engagement with Equity Deserving groups to capture their voice.

The EDI Strategy is a citywide roadmap for understanding and meeting the diverse needs of our staff and community. The Strategy is forward-thinking and designed to be implemented across the organization and within the community.

The EDI Strategy has four pillars:

- Diverse and Equitable Workforce
- Community Engagement
- Foster and Create a Culture of Belonging
- Identify and Address Systemic Barriers

These pillars uphold the mandate of the City's Corporate Strategic Plan derived from the Brampton 2040 Vision. Each pillar is supported with initiatives, performance indicators and measurable outcomes to gauge progress. The Strategy is an evolving plan that will evolve to meet the needs of the community through community consultation with Equity Deserving groups within Brampton to ensure their voices are reflected in the City's plans and initiatives.

CURRENT SITUATION:

The City serves a diverse population and equity, diversity and inclusion are a core component of the City strategic goals. In 2022, the City conducted an EDI workforce survey, which articulates staff experiences, needs and expectations. A comprehensive assessment of the data, documentation review of various existing reports, environmental scan of municipal comparators and internal consultation with departments were completed as key inputs into developing the draft EDI Strategy.

The Equity Office took into consideration the implications of data from the workforce survey, feedback from the road shows and recommendations from various reports including:

- The Canadian Centre for Diversity and Inclusion (CCDI) Diversity and Inclusion Strategy;
- National Council for Canadian Muslim (NCCM) Municipal Recommendations;
- The Laura Williams Report on the experience of Black Staff; and
- The Truth and Reconciliation Commission of Canada: Calls to Action.

Input from the Equity Office's advisory portfolios Human Rights, Islamophobia, Indigenous Relations and Black Empowerment were instrumental to laying the framework for the EDI Strategy. The design process also engaged with the Corporate Leadership Team (CLT) and various City teams including Human Resources, Organizational Performance, Strategic Communications, Strategic Initiatives and Accessibility. In April 2025, the EDI Strategy was presented to CLT and was endorsed.

Equity, Diversity and Inclusion

The EDI Strategy is a proactive approach to achieving the City's EDI goals. It serves as a guide for implementing and achieving strategic EDI objectives. An equitable and inclusive environment works to reduce systemic barriers while providing tailored solutions to ensure everyone has access to equitable opportunities.

In line with municipal best practice, the EDI Strategy aims to accomplish the following:

- Understand and meet the diverse needs of residents and staff.
- Provide a roadmap to guide the City's ongoing efforts and commitment to foster an inclusive, equitable and accessible community for all.
- Embed EDI in the workforce culture in the City of Brampton.
- Build an organization where employees are valued for their diverse experiences and perspectives.
- Guide active contributions that enhance the inclusion of Equity Deserving communities in City programs and services.

To ensure the effective implementation of the Strategy across the organization, support and commitment from all departments is essential and will be coordinated by an internal Equity, Diversity and Inclusion Advisory that will be established. Operating departments will play a key role in supporting the implementation of the Strategy's initiatives.

As part of this process, the Equity Office will be responsible for measuring the progress of each initiative outlined in the Strategy and will provide an annual update to Council.

Equity Diversity and Inclusion (EDI) Progress Report

The EDI Progress Report summarizes the Equity Office's key accomplishments from its establishment in September 2022 to December 2024. It highlights the progress made towards creating an equitable, inclusive and diverse community and workplace. The Progress Report demonstrates how the Equity Office has engaged and educated staff about the importance of EDI and how it can be applied to their work.

Alignment with Legislation and City of Brampton Policies/Procedures

The EDI Strategy is not a stand-alone document and works in tandem with legislation and other frameworks. These include the Ontario Human Rights Code, the Canadian Charter of Rights and Freedoms, the Universal Declaration of Human Rights and the Occupational Health and Safety Act. Similarly, the Strategy works in conjunction with other existing frameworks within the City of Brampton, including, but not limited to, the City's Respectful Workplace Policy and Employee Code of Conduct.

CORPORATE IMPLICATIONS:

Financial Implications:

There are no immediate financial implications associated with the recommendations of this report.

Staff will develop an implementation plan for the recommendations in the Equity, Diversity and Inclusion (EDI) Strategy with the goal of a net zero impact to the property tax base. Staff will report back to Council and submit requests through annual budget submissions for the Mayor's consideration, as required.

Communications Implications:

Staff are collaborating with Strategic Communications to develop a comprehensive communications plan aimed at raising awareness of the new strategy and supporting its successful implementation and rollout.

STRATEGIC FOCUS AREA:

- **Culture & Diversity:** Focusing on cultural diversity, cross-cultural understanding, and supporting artistic expression and production.
- **Government & Leadership:** Focusing on service excellence with equity, innovation, efficiency, effectiveness, accountability, and transparency.
- **Health & Well-being:** Focusing on citizen's belonging, health, wellness and safety.

CONCLUSION:

With the Corporate Leadership Team's approval of the EDI Strategy, the EDI Strategy and the EDI Progress Report is presented to City Council for Council approval.

Authored by:

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Manager, Equity Office

Approved by:

Jason Tamming,
A/ Commissioner, Corporate Support
Services

Approved by:

Marlon Kallideen,
Chief Administrative Officer

Attachments:

- Attachment 1 – Draft Equity, Diversity and Inclusion (EDI) Strategy 2025-2026
- Attachment 2 – Equity, Diversity and Inclusion (EDI) Progress Report



City of Brampton

EQUITY DIVERSITY & INCLUSION STRATEGY



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Land Acknowledgement

The City of Brampton is located on the traditional territories of the Mississaugas of the Credit, Haudenosaunee and Wendat Nations who have called this land home since time immemorial.

We recognize the Mississaugas of the Credit as the original rights holders and the signatories of Treaty 19 – the Ajetance Purchase of 1818 – and that the agreements made therein are foundational to our nation-to-nation relationship.

As a City, we are committed to our ongoing role in reconciliation through meaningful action rooted in truth, justice and respect. We are grateful to the original caretakers of this land who have ensured we are able to work, play and live in Brampton now and in the future.



Message from the Mayor



On behalf of members of Council, I am proud to present the City of Brampton's Equity, Diversity and Inclusion (EDI) Strategy 2025-2026. The Strategy is the roadmap that will guide the City's ongoing efforts and commitment to foster an inclusive, equitable and accessible community for all.

Brampton is one of the fastest growing big cities in Canada, made up of diverse cultures, ethnicities, faiths, ages, abilities and genders. Our city is also culturally rich, with more than 250 cultures speaking 171 languages. Brampton's diverse communities have made and continue to make significant contributions to our cultural, economic and social fabric. This diversity creates a beautiful mosaic in our city, which I consider to be one of our strengths and contributes to Brampton's success.

With this Strategy, the City is laying the foundation for creating a barrier-free community with universal access to programs, services and facilities to ensure all our residents and visitors are treated in a way that maintains their dignity and independence. We will continue working with community groups and partners to ensure Brampton remains an inclusive, dynamic and thriving place to live, work and visit. This includes providing opportunities for communities to get involved, increasing visibility for Equity Deserving Groups in our community and rejecting all forms of racism and discrimination. We will also continue to speak out against injustice and denounce all forms of racism and hate-based violence. We aim to be an inclusive and barrier-free city where everyone feels safe and is empowered to reach their full potential.

As Mayor, I have shown my support for several EDI initiatives in the past and support the different communities to ensure that Brampton thrives as an equitable and inclusive place for all. As we look toward the future, I am confident that by working together, we will continue moving our city forward without leaving anyone behind.

Thank you,

A handwritten signature in black ink, appearing to read 'Patrick Brown'.

Mayor Patrick Brown
City of Brampton

Message from the CAO



The City of Brampton's first Equity, Diversity and Inclusion (EDI) Strategy is a foundational document driven by the commitment and hard work of staff from across our organization, who are committed to building an equitable, diverse and inclusive workplace. Our goal is to be an organization where employees are valued for their diverse experiences and perspectives and where we provide residents with fair and equitable services and programs.

The City's Equity Office, which was created in late 2020, has been a driving force behind developing this Strategy and fostering an inclusive workplace culture. This dedicated team has taken many steps to acknowledge and value our diverse staff in Brampton and their positive contributions. This includes implementing staff trainings, establishing employee resource groups and supporting more inclusive hiring practices. They also ensure our policies, programs and services serve the needs of Brampton's diverse community.

Creating equitable, diverse and inclusive workplaces is an ongoing process, and our EDI Strategy will help us take further intentional and measurable steps forward. The Strategy includes four pillars to guide our efforts and drive progress including: Diverse and Equitable Workforce; Community Engagement; Foster and Create a Culture of Belonging; and Identify and Address Systemic Barriers.

As we continue to progress EDI at the City of Brampton, I would like to acknowledge all the passionate and committed EDI champions across the organization. I am proud of all we have accomplished together already and look forward to what we can accomplish with this multi-year plan.

Thank you,

A handwritten signature in black ink, appearing to read 'Marlon Kallideen'.

Marlon Kallideen
Chief Administrative Officer
City of Brampton

Brampton Strategic Plan

“The essence of Brampton is diversity and the essence of what the people want for the future is that their city be arranged, governed, seen and celebrated as a mosaic of people, places and endeavors of all kinds, coexisting in harmony. Living the mosaic in 2040 is the central and simple aspiration of the people of Brampton.”

The EDI Strategy aligns with the focus areas in the City’s Strategic Plan namely Health & Well-being, Transit & Connectivity, Growing Urban Centres & Neighbourhoods, Government and Leadership and Culture & Diversity. The focus areas of the Strategic Plan reflect the voice of residents expressed in a 2023 survey on the desired future direction of Brampton. The four pillars of the EDI Strategy – Diverse and Equitable Workforce, Community Engagement, Foster and Create a Culture of Belonging, and Identify and Address Systemic Barriers – support the mandate of the City’s Strategic Plan, which is a derivative of the Brampton 2040 Vision: Living the Mosaic. The EDI Strategy and the Strategic Plan will work hand in hand towards accommodating difference, promoting inclusivity and engendering belonging in Brampton.



Introduction

The City of Brampton established the Equity, Diversity, Inclusion, Anti-Racism and Belonging Office (Equity Office) in December 2020. This marked the start of a concerted effort to embed Equity, Diversity and Inclusion (EDI) principles across the Corporation and within the Brampton community. In 2021, the Equity Office commenced a thorough examination of the City’s – and broader community needs – with the goal of cultivating an inclusive workplace and community environment. The aim is to create a space where everyone feels welcomed, safe, respected, valued and a genuine sense of belonging.

The Equity Office is continuously evolving to meet the needs of the community with advisory portfolios covering Islamophobia, Indigenous Relations, South Asian and Black Empowerment. Our overarching aim is fostering an inclusive Brampton that celebrates diversity, tolerance and cooperation.

Through collaborative partnerships with other City departments, the Equity Office rigorously evaluates current policies, practices and inclusion initiatives to promote excellence within our organization and Brampton communities. Additionally, it actively contributes to enhancing the inclusion of historically marginalized groups – including Black, Indigenous and other Equity Deserving Communities – in City programs and services.

With an unwavering commitment to fairness, social justice and the elimination of discrimination, the Equity Office is steadfast in its mission to foster an environment of equality and inclusivity across the organization and the city at large.

Mission

To engage in respectful dialogue with the City of Brampton, community partners and residents on individual, institutional and systemic biases that hamper growth and belonging. To collaboratively seek solutions that address community needs, recognize Brampton's mosaic, celebrate diversity and foster respect.

Vision

To create an enabling environment for EDI, anti-racism and anti-oppressive protocols and practices within the City of Brampton, the Corporation of the City of Brampton and the local community.

Values

The values of the Equity Office – Equity, Respect, Trust and Humanity align with the City Corporate values of Courage, Trust, Compassion, Integrity and Equity.

- Embrace **EQUITY** as the standard for all interactions among staff, the community and others. View all processes, procedures and practices with an equity lens.
- Choose **RESPECT** as the foundation for dialogue and progress. Respectful dialogue and acknowledgment of difference are the cornerstone of positive relationships and community building.
- Build **TRUST** within and outside the organization. Trust is the basis for effective collaboration and promoting our organizational culture.
- Value **HUMANITY** – Celebrate and embrace our collective humanity and uniqueness.

An Equitable Framework

The City's Equity, Diversity and Inclusion Strategy (EDI Strategy) 2025-2026 is a citywide roadmap for understanding and meeting the diverse needs of our residents and staff. The focus of the EDI Strategy is two-pronged, to create an environment that enables EDI within the Brampton community and the City of Brampton workforce.

It centers on the needs of City of Brampton staff and makes provisions for a Brampton community focus. Pillars 1, 3 and 4 - Diverse and Equitable Workforce, Foster and Create a Culture of Belonging and Identify and Address Systemic Barriers respectively, primarily focus on enabling an EDI environment for staff. While Pillar 2 - Community Engagement, primarily focus on enabling an EDI environment within the local Brampton community.

The community aspect of the Strategy will be achieved through community consultations, public events and collaboration with Brampton's diverse communities. This two-pronged approach of the EDI Strategy aligns with the Equity Office mandate to engage with City of Brampton staff and the local Brampton community, including community partners, residents and businesses, to collaboratively create and maintain a city that is equitable for all, irrespective of differences.

This strategy is a living document that outlines both current and future actions to achieve equity within our organization and community. By setting clear objectives and measurable indicators, the EDI Strategy ensures that we are making meaningful progress. These metrics will guide the development of future EDI policies, practices and processes, so we remain responsive to our evolving city.

Recognizing the richness of our diversity and the importance of embedding equity and inclusion in all aspects of our city life, the EDI Strategy is fundamental to our success. It builds on the great work already underway, such as celebrating diverse cultures, providing opportunities for youth and supporting staff through Employee Resource Groups (ERGs).

Aligned with our broader vision for Brampton's future, the EDI Strategy reflects our commitment to creating a city where everyone can thrive. Its success depends on all of us – residents, staff and partners – working together to turn our vision into reality.

Shared Accountability

Responsible Person	Role
Council	Provide oversight for the Equity, Diversity and Inclusion (EDI) Strategy. Receive annual updates from the Chief Administrative Office (CAO) on the City's progress of the EDI Strategy and other key initiatives and objectives.
CAO	Lead accountability for the EDI Strategy at the City. Receive and review semi-annual reports on equity, diversity and inclusion.
Corporate Leadership Team	Develop, implement and support their department's equity, diversity and inclusion key initiatives and objectives. Ensure managers and supervisors are aware of responsibilities and obligations to support and promote equity, diversity and inclusion in the workplace. Receive regular updates on EDI-related progress, challenges and opportunities.
Managers and Supervisors	Ensure that key EDI initiatives are reflected in their team's objectives and key results and are part of programs and services that meet the needs of all residents. Make equity, diversity and inclusion part of their everyday business operations.
Human Resources	In collaboration with the Equity Office will: <ul style="list-style-type: none"> - Review and monitor existing and proposed policies and practices to ensure full participation of diverse persons in the workplace. - Ensure an equitable work environment and foster a culture of inclusion and belonging. - Develop and promote strategies to build a workforce that is reflective of the communities we serve.
Equity Office	Implement the EDI Strategy and monitor progress towards achieving goals and objectives. Support departments in the implementation and evaluation of the EDI action plan. Provide subject matter expertise to support departments with respect to EDI objectives and key results. Build internal and external relationships to support the City's EDI Strategy.
All Staff and Departments	Make EDI part of their everyday workplace practices. Support the work to advance equity, diversity and inclusion.



EDI Strategy Pillars

- **Diverse and Equitable Workforce**
- **Community Engagement**
- **Foster and Create a Culture of Belonging**
- **Identify and Address Systemic Barriers**



Pillar #1: Diverse and Equitable Workforce

The City commits to empowering and strengthening its workforce with creative and inclusive spaces — workplace environments where individuals from diverse backgrounds and abilities are welcome and supported. They are given opportunities to contribute to the City’s work with their unique, innovative and productive skills. The Equity Office, with senior leaders and Human Resources, will actively take steps to identify and address barriers to ensure that Black, Indigenous and other Equity Deserving Groups have equal opportunities to gain and retain meaningful employment. This pillar focuses on staff and the need for a diverse and equitable workforce.

Initiative: Recruit Black, Indigenous and Other Equity Deserving Groups

The City aims to increase the number of Black, Indigenous and other Equity Deserving Group employees in the organization. A thorough review of recruitment practices, analysis of workforce data and hiring strategies will contribute to this outcome.

By the end of 2026, we will:

- **Review and revise Recruitment Policies and Procedures to ensure fair and equitable processes for Black, Indigenous and other Equity Deserving Groups.**
 - In collaboration with Human Resources:
 - Review the recruitment process thoroughly to identify areas for improvement and implement necessary changes.
 - Assess the screening, interview and selection process for candidates.
 - Enhance the MeOnline system's capability to capture demographic data, including race, gender identity, ethnicity, family status and disability, in accordance with Ontario Human Rights Code (OHRC) guidelines.
 - Additionally, we will use existing data and continue to collect relevant data to analyze and refine recruitment and hiring strategies for the identified groups.
- **Develop a recruitment strategy for Black, Indigenous and other Equity Deserving Group.**
 - In collaboration with Human Resources, we will develop a recruitment strategy to increase the hiring of employees from the identified groups.

- Strengthen recruitment efforts to attract diverse talent, ensuring that EDI principles are integrated into hiring practices to build a more inclusive workforce.

- **Facilitate recruitment of youths from Black, Indigenous and other Equity Deserving Groups.**

- Create internships, co-op placements and summer job opportunities for youths from the identified groups.
- In collaboration with Human Resources and Strategic Services and Initiatives, develop an onboarding model for future hire of youths from the identified groups.
- Host internal and external job fairs to attract youths from the identified groups.
- Partner with Algoma University, Sheridan College and other post-secondary institutions to:
 - Increase the diverse hiring pool from the identified groups.
 - Create employment-related training and development strategies for youths from the identified groups.

- **Conduct an Employment Systems Review**

- In collaboration with Human Resources, examine the entire employee journey, from hiring to promotion, including onboarding, retention, training, performance management, succession planning and mentorship.

Initiative: Retain Black, Indigenous and Other Equity Deserving Employees

The City aims to sustain and increase the number of Black, Indigenous and other equity deserving employees within the organization. Conducting a thorough review of post-recruitment practices and processes will help achieve this goal.

- **Develop a retention strategy for Black, Indigenous and other Equity Deserving Groups.**
 - In collaboration with Human Resources, we will develop a retention strategy to motivate and retain employees from the identified groups.
 - Enhance retention strategies for employees from Equity Deserving Groups, including career development programs and mentorship opportunities.

Initiative: Promote Inclusivity and Reduce Inequities

The City seeks to promote inclusivity by reviewing existing policies and procedures to identify areas for improvement to support the vision of Brampton as a mosaic. This will also include updating and developing new policies to address identified gaps from the reviews.

By the end of 2026, we will:

- **In collaboration with Human Resources:**
 - Review relevant policies with an EDI lens to assess the inclusivity of policies.
 - Execute policies that support and accommodate the religious, cultural and spiritual needs of employees from Black, Indigenous and other Equity Deserving Groups.
 - Champion and ensure diverse hiring panels for recruitment interviews across the organization.
 - Provide training to hiring panels on best practices for hiring diverse talent.

Performance Indicator:

- Increase the number of hires from Black, Indigenous and other Equity Deserving Groups by embracing proactive recruitment practices targeting the identified groups.
- Increase diverse hiring panels (taking into consideration factors such as race, gender, other characteristics of different underrepresented groups and available resources), to ensure applicants see themselves represented in the recruitment process. Ensuring that hiring panels across the organization are representative of Brampton society will expand the potential for fair and diverse hiring.
- Increase diverse representation of staff, particularly those from Black, Indigenous and Equity Deserving Groups. Tracking the recruitment and retention rate of the identified groups will inform the steps taken to expand representation across the organization. A thriving workplace benefits from the individual strengths, differences and unique perspectives of its employees.
- Improve diverse representation in leadership. A collaborative effort across the organization to increase awareness of career progression pathways among the identified groups will increase uptake of leadership opportunities by impacted staff. Focused promotion of professional development opportunities will result in improve representation within the upper echelons of the organization.
- Increase retention rates of staff, particularly those from Equity Deserving Groups. Employee Resource Groups (ERGs) play a vital role in fostering a sense of belonging and inclusion within the workplace. By creating supportive spaces for Equity Deserving Groups, ERGs help build a stronger, more connected workforce. This sense of belonging not only enhances employee engagement and well-being but also contributes to reduced attrition rates among Equity Deserving Groups. ERGs support a more inclusive organizational culture where all staff can thrive and reach their full potential.



Pillar #2: Community Engagement

The City commits to ensuring that residents are heard, treated with respect, feel included and receive equitable service. The development of processes for the active engagement of Black, Indigenous and other Equity Deserving Groups includes strengthening outreach, building relationships and increasing public engagement and access to City services. These practices actively embody the City's commitment to meaningfully engage our diverse communities.

This pillar focuses on the community and will be achieved through community consultation, public events and collaboration with Brampton's diverse communities. Community engagement recognizes the importance of having different voices reflected in processes, plans and programs designed for the Brampton community. A bottom-up and collaborative approach aligns with the Equity Office's Mission to engage in respectful dialogue with the community and to collaboratively seek solutions that address community needs.

Initiative: Strengthen the City's Relationship with Black, Indigenous and other Equity Deserving Communities

The City is committed to establishing and maintaining meaningful relationships with the Black, Indigenous and other Equity Deserving Communities. Active community engagement is necessary for understanding the needs of the communities and creating solutions that address those needs. The voices of communities are heard during community consultations and interactions.

By the end of 2026, we will:

- **Complete an Archaeological Management Plan with Host Nations**
 - In collaboration with the City's Host Nations, complete an Archaeological Management Plan for the City of Brampton.
- **Review Ontario's Protocol for Engaging Indigenous Partners**
 - Review engagement protocols with Host Nations and report to City Council for direction and approval for the establishment of engagement protocols with Host Nations.
- **Review the City's Diverse Supplier Program**
 - In collaboration with Purchasing, the Equity Office will review and update the diverse supplier program to include more businesses owned by Black, Indigenous, people with disabilities and other Equity Deserving Groups.
- **Create stronger community partnerships with Black, Indigenous and other Equity Deserving Groups**

- Increase networking events and partnership opportunities with Black, Indigenous and other Equity Deserving Community partners. This will include partnering with businesses and professional associations to curate such networking opportunities.
- Strengthen engagement with marginalized communities.
- **Enhance community engagements with Black, Indigenous and other Equity Deserving Groups**
 - Develop programs to increase the frequency of community engagement between the City and identified groups.
 - Implement follow-up programs for continuous community engagement.
 - Engage religious communities by visiting mosques, temples and other religious places of worship to identify, develop and raise awareness of Brampton initiatives. These outreaches will support the ongoing work to eliminate intolerance and hate.
 - Engage racialized communities in Brampton to build awareness on intolerance and educate the public on effectively countering racism and hate.
 - Engage 2SLGBTQIA+ communities in Brampton to support opportunities to build awareness and educate the public on the negative impact of intolerance.
 - Engage with communities in Brampton to develop and implement a long-term action plan to address different forms of racism.
 - Engage the Indigenous communities in Brampton to develop a Reconciliation Action Plan.
 - Engage the Black communities in Brampton to develop an Anti-Black-Racism Action Plan.
 - Develop networks and partner with Black, Indigenous and other equity deserving businesses to create and maximize economic opportunities for the communities based in Brampton.

- In collaboration with the Accessibility Office, support and expand existing accessibility initiatives and events.
- **Develop community data collection programs.**
 - Implement a community consultation program for data collection. This exercise will enhance the growth and success of businesses owned by Black, Indigenous and other equity deserving entrepreneurs.
 - Develop and streamline processes for implementing empowerment projects for Black, Indigenous and other Equity Deserving Groups.
 - Design a system-driven approach for community consultation and collection of city-wide community data on Black, Indigenous and other Equity Deserving Groups.
 - Design programs to create committees and associations led by persons from Black, Indigenous and other Equity Deserving Groups across the city.
 - Develop programs to support Black, Indigenous and other Equity Deserving Groups' entrepreneurs and business owners.
 - Design and execute youth empowerment programs to enhance feelings of belonging across Black, Indigenous and other Equity Deserving Groups.
 - Collate information on Brampton's Black-owned businesses and Indigenous-owned businesses. These databases will be useful for implementing EDI initiatives targeting the identified groups.
 - Develop robust feedback mechanisms to continuously gather and act on community input.
- **Utilize technology to improve transparency of EDI initiatives**
 - Update the content on the Equity Office's webpage on the City of Brampton's website. This external webpage will provide EDI information and updates to the public.
 - Develop and present an Annual EDI report to Council.

- **Partner with religious communities to combat the spread of hate**
 - In collaboration with the National Council for Canadian Muslims (NCCM) and other religious and inter-faith groups, the Equity Office will:
 - Develop internal and external marketing material to raise awareness on Islamophobia and other forms of hate discrimination.
 - Upload and update anti-hate information to the Equity Office webpage.
 - Faith-based communities are powerful platforms for spreading messages on change, tolerance and transformation. In collaboration with different faith communities, the City will work to combat hate and intolerance
 - In collaboration with other departments, support anti-hate projects of community partners. This will include initiatives such as the collaboration with Community Safety to deliver anti-hate module training across the Corporation.
- **Develop partnerships with local community partners to encourage community involvement in the City's EDI initiatives.**
 - Networks of communities working together for a common goal provide the blueprint for sustainable change. An open line of communication between the city and local community partners is essential to seeing engaged communities.
- **Develop programs to support businesses owned by Black, Indigenous and other equity deserving persons.**
- **Develop community-based Equity, Diversity and Inclusion Advisory Committees for the identified groups.**
- **In collaboration with the Mayor's Office, developed the Mayor's Anti-Islamophobia / Muslim Advisory Council.**

Performance Indicator:

- Increase engagement and feelings of respect and support among communities. Better knowledge sharing between the City and different communities will build trust which translates into mutual respect and support.
- Increase community feelings of belonging and a common understanding of EDI principles. The Equity Office's internal and external websites will serve as a knowledge reservoir and provide a platform for community voices to be heard. This will translate into increased feelings of belonging.
- Increase the City's participation in community activities and events organized by local groups. The City will also reach out to communities to strategize on improving community participation in City-led events.
- Increase awareness and knowledge of City-wide services, policies and programs through various mediums, including social media and in-person interactions.
- Enhance the growth and success of entrepreneurs from Black, Indigenous and other Equity Deserving Groups. Systemic change that considers economic imbalance within the city will account for increased participation of businesses from the identified groups. This will also enhance feelings of belonging among the identified groups.
- Increase opportunities for community input in City-wide policies and programs. Where policies and programs will impact communities, the City will aim for co-creation through consultations to understand the perspectives of the different communities. Such policies and programs will capture the needs and voices of communities that will be impacted by their rollout.
- Increase community satisfaction through celebrating culture and diversity. Efforts will be made to acknowledge as many cultural days and months as possible through activities like flag raising and celebration of cultural events, days and months.

- Increase in diverse businesses. Efforts to update the diverse supplier program and collect data on identified groups will stimulate economic opportunities for these communities. It will also make it easier to reach out to businesses about funding opportunities.
- Annual report published and communicated to the public (through Council). The annual report will be a snapshot of accomplishments during the cycle of this strategy and lay the foundation for improvements in areas that require additional efforts.



Pillar #3: Foster and Create a Culture of Belonging

The City recognizes that a sense of belonging is created when equity, diversity and inclusion are embedded in the organization's DNA and widely communicated. The City commits to proactively nurturing an inclusive environment where everyone, regardless of background or identity, feels welcomed, valued and connected. Creating sustainable practices that recognize and accommodate different perspectives and contributions is important for collective success. This pillar centers on fostering and creating a culture of belonging for City of Brampton staff and focuses on staff needs.

Initiative: Implement an Employee Resource Groups (ERG) Framework

The City commits to create and support ERGs as part of its goal of nurturing an inclusive workplace environment. ERGs are change agents within organizations and the City will work with employees to determine the need and capacity for additional ERGs for Equity Deserving Groups. The City will ensure that ERGs are adequately supported and have dedicated resources for their development and continuation.

By the end of 2026, we will achieve:

- **A stronger operational framework for existing ERGs**
 - The City currently has three ERGs - the Black Employee Engagement Network (BEEN), the Women Empowerment Network (WEN) and the Muslim Employee Resource Group (MERG). The Terms of Reference (TOR) for the ERGs will be executed and guide the ERGs' modus operandi.
- **Leveraged existing ERGs to improve employee outcomes**
 - Provide ongoing support to ERGs to ensure they maximize their potential.
 - Partner with existing ERGs to meet the needs of employees. This will include collaborations on professional development awareness and creating safe spaces for networking and sharing of common, goals and aspirations.
- **Established an Indigenous Employee Circle**
 - Based on identified employee needs, the City aims to establish an Indigenous Employee Circle.

- **Established a Pride ERG**
 - Based on identified employee needs, the City aims to establish a Pride ERG.
- **Established a Sikh ERG**
 - Based on identified employee needs, the City aims to establish a Sikh ERG.
- **Assessed the need for more ERGs**
 - An assessment of employee needs will be carried out to determine the City's capacity for more ERGs. Where more ERGs are created, Terms of Reference will be drafted to guide their operation.

Initiative: Conduct an Employee Survey

The City commits to identifying and meeting the needs of employees. Employee Surveys are instrumental to discovering areas where an organisation is performing well, so best practices can be maintained. It is also useful for identifying areas where there is room for improvement. The results inform policies, processes and practices that engender an inclusive working environment. Taking the pulse of City staff is key to effecting long lasting reforms for a work environment that embraces equity, diversity, inclusion and belonging.

By the end of 2026, we will:

Conduct an employee survey to evaluate changes, monitor the impact of initiative and policies implemented based on prior survey results, and identify new areas for improvement. This helps ensure continuous improvement in the work environment and organizational practices.

Initiative: Recognize and Celebrate Cultural Days of Significance

The City commits to recognizing and celebrating more cultural days and months of significance to help increase understanding, awareness and acceptance with staff. The City will continue to host internal staff events to raise awareness about the history of cultural events, promote understanding and create a sense of belonging.

By the end of 2026, we will:

- Commemorate dates of significance to the Indigenous community such as Red Dress Day and Treaty Week.
- Commemorate dates of significance to the Black community.
- Commemorate dates of significance to the Muslim community.
- Commemorate dates of significance for other Equity Deserving Communities.

Initiative: Operationalize Inclusion and Belonging

The City is committed to embedding inclusion and belonging among staff. The Equity Office, working in collaboration with Human Resources will ensure the onboarding process for new employees occurs through an EDI lens. New employees will be introduced to the City's EDI direction and available ERGs.

By the end of 2026, we will:

- Establish cross-departmental committees to work on EDI initiatives, ensuring diverse perspectives and shared ownership.
- Collaborate with Senior Leaders to develop initiatives and opportunities that foster and ingrain EDI throughout departments.
- Include information on ERGs in the new employee orientation package. This will provide new employees with information on the City's existing ERGs and how they can become involved.
- Create and/or improve access to faith, spiritual or quiet rooms

for staff. An inclusive meditation or prayer space is beneficial to employee wellbeing. It also models religious diversity as a marker of other forms of diversity.

- Create safe spaces for meaningful dialogue on mental health.
- The health and well-being of employees is a priority. Through campaigns create awareness of available mental health resources for staff to safeguard staff health and wellbeing.
- Prioritize mental health and well-being initiatives, addressing the unique challenges faced by diverse groups.

Initiative: Create and Maintain Sustainable Systemic Change

The City commits to identifying barriers to sustainable systemic change and to dismantling hurdles to equity. To create systemic change and maintain the momentum for Corporate transformation, the Equity Office will adopt a data-based, analytical lens to issues of inequity. Efforts will be made to ensure community-focused projects receive the necessary assistance to combat various forms of bias and discrimination.

By the end of 2026, we will:

- Develop additional programs to create awareness of available advancement opportunities for employees from Black, Indigenous and other Equity Deserving Groups.
- Implement and monitor practices that promote an inclusive workplace culture, such as flexible working arrangements and recognition programs.
- Efforts will be made to connect staff from the identified communities for advancement opportunities in the City.
- Celebrate the history and contribution of our diverse religious communities by sharing information such as flag raising events with staff.

Performance Indicator:

- Increase in the number of proclamations and celebrations of cultural days and months of significance to celebrate our collective distinctiveness. Creating a sense of belonging for everyone is key to our growth as a community of people.
- Increase satisfaction in opportunities to celebrate culture and diversity. As more proclamations are made and days of significance are celebrated, it will lead to increased feelings of recognition and belonging among the various communities in the city.
- Increase in ERG participation rate. Concerted efforts to socialize ERGs to staff, starting from onboarding and flowing through the employee's life cycle will stimulate a corresponding increase in ERG participation rates. ERGs will be given the necessary support to fulfill their mandate of creating safe spaces for employees and building networks of communities.



Pillar #4: Identify and Address Systemic Barriers

The City commits to identifying and addressing systemic barriers. This process is essential to achieving an equitable environment. An appraisal of the City's structures, policies, practices and corresponding actions to dismantle systemic challenges will result in better access and opportunities for marginalized communities. Achieving equity, diversity and inclusion involves identifying barriers in our systems and developing appropriate responses to address them. This pillar centers on systems within the Corporation of the City of Brampton. The primary focus is to ensure staff have an inclusive and equitable working environment, where full potential can be realized. An inclusive working environment is the vision.



Initiative: Culture of EDI Learning and Development

The City will create awareness of the fundamentals and importance of equity, diversity and inclusion. The Equity Office in collaboration with Human Resources, other City departments and partner organizations, will design and deliver comprehensive EDI training to all City staff. The creation and implementation of a staff EDI Learning Plan will increase awareness of equity related content and information.

By the end of 2026, we will:

- Develop a training guide for the Corporate Leadership Team and project leads. This guide will provide insights into the Indigenous engagement process, timelines, legal requirements and the advantages of adopting collaborative work approaches.
- Acquire and roll out EDI training for staff and elected officials on cultural awareness, historical awareness, Duty to Consult/Accommodate, engagement, Treaties, the Truth and Reconciliation Commission (TRC), Missing and Murdered Indigenous Women, Girls, Two-Spirit, Transgender, Gender-Diverse+ (MMIWG2S+) Peoples and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).
- Develop and implement training programs with a focus on dismantling Anti-Black Racism (ABR). This will include providing an ABR guide to City employees and the community.
- Develop and deliver EDI related training sessions for City Council, Corporate Leadership Team and all City staff.
- Increase focus on EDI training at all levels of the organization to build a deeper understanding and commitment.

- Expanded EDI related training for staff to include diverse forms of anti-racism, hate, disability and Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and additional sexual orientations and gender identities (2SLGBTQIA+) communities. The list is not exhaustive and additional EDI related training will be added on a need basis.

Initiative: Build Staff Capacity

The City will ensure staff have access to tools and resources that build on their understanding of EDI initiatives. It is important to ensure that staff are aware of the EDI goals and direction of the City. Change is a collective effort, and staff are the face of the organization.

By the end of 2026, we will:

- Develop and implement an “EDI Toolkit” to help employees gain a foundational understanding of equity, diversity and inclusion. The toolkit will also include recommendations on how to apply EDI principles to different job-related duties.
- Review and update the City’s EDI intranet page. This internal page is a resource to promote employee engagement and facilitate sharing of EDI information.

Initiative: Review Policies and Procedures to Counteract Systemic Discrimination

The City strives to eliminate systemic discrimination. As part of this vision, Human Resources, in collaboration with the Equity Office, will review existing human rights-related policies and procedures.

By the end of 2026, we will:

- Comprehensively review existing policies like the Respectful Workplace Policy and related procedures.
- Regularly review and reform policies to eliminate systemic barriers and biases.
- Revise and update the Workplace Discrimination and Harassment Program.
- Review policies and practices that create barriers to Indigenous cultural and religious practices such as Sacred Fires and Smudging.

Initiative: Institute Processes to Enhance and Sustain Equality

The City commits to establishing processes that improve and sustain the progress made towards an equitable society for all. The Equity Office in collaboration with other City departments will champion programs and initiatives to maintain an enabling and inclusive environment.

By the end of 2026, we will:

- Identify and remedy systemic barriers related to employment, cultural awareness and inclusion of Indigenous peoples.
- Implement programs to evaluate and measure the dismantling EDI training offered. These trainings include the Anti-Black Racism training and Indigenous Awareness training.
- Use data analytics to identify disparities and track progress towards equity goals.

Performance Indicator:

- Increase in the number of EDI initiatives within the organization. This will include the use of the EDI lens in departmental strategic plans. The Equity Office will track and record EDI initiatives across the organization. This process will help streamline areas that require more focus and provide a template for future EDI initiatives.

- Increase in the number of EDI training programs offered and participation rates of training. In collaboration with partner organizations and Human Resources, the Equity Office will work with the needs of staff and the organization to provide appropriate EDI training. The use of the Talent and Learning Management System (TLMS) will ensure an increase in staff participation in EDI related training.
- Increase in the number of learning materials frequently used and socialized to raise awareness of EDI. Using various outlets like internal and external websites, in-person meetings, distribution of hard copies of learning materials and social media, the City will expand the reach of EDI related material.
- Increase in the number of EDI based resolutions, policies and by-laws by the City. Adopting an EDI lens to view, update and implement policies, processes and practices across the City is instrumental to identifying and addressing systemic barriers. A collaborative approach to the fundamentals of equity will ensure that awareness and appreciation of fairness cascade through the organization and the city.





Definition of Terms

Accessibility

Accessibility at the City of Brampton means ensuring individuals of all abilities have equitable access to all aspects of community life. This includes access to information, employment, services, programs, facilities, transportation and opportunities for social engagement.

Anti-Racism

The conscious opposition to racist theories, attitudes and actions. Anti-racism is not just about being against the idea of racism. It is also about taking active steps to fight against it.

Anti-Black Racism

Prejudice, attitudes, beliefs, stereotyping and discrimination are directed at people of African descent and rooted in their unique history and experience of enslavement. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, such that anti-Black racism is either functionally normalized or rendered invisible to the larger white society. Anti-Black racism is manifested in the legacy of the current social, economic and political marginalization of African Canadians in society. This includes, but is not limited to a lack of opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system.

Antisemitism

Prejudice against, hostility toward or hatred of Jews. Antisemitism has taken various forms and has been perpetrated by many groups throughout history. Hate crimes, including those derived from antisemitism, can have dangerous physical, psychological and societal consequences. It is important to spell “antisemitism” without a hyphen.

Bias

Partiality, or an inclination or predisposition for or against something. Motivational and cognitive biases are two main categories studied in decision-making analysis. Motivational biases are conclusions drawn due to self-interest, social pressures or organization-based needs, whereas cognitive biases are judgments that are contrary to evidence, and some of these are attributed to implicit reasoning.

Equity

The principle of considering people's unique experiences and differing situations and ensuring they can access resources according to their needs to achieve just outcomes. Equity aims to eliminate disparities and disproportions that are rooted in historical and contemporary injustices and oppression.

Equity Deserving Groups

Communities that experience significant collective barriers in participating in society. This could include attitudinal, historical, social and environmental barriers based on age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation, transgender status, etc. Equity Deserving Groups are those that identify barriers to equal access, opportunities, and resources due to disadvantage and discrimination and actively seek social justice and reparation.

Diversity

The variety of identities found within an organization, group, or society. Diversity is expressed through factors such as culture, ethnicity, religion, sex, gender, sexual orientation, age, language, education, ability, family status or socioeconomic status.

Inclusion

The practice of using proactive measures to create an environment where people feel welcomed, respected and valued, and to foster a sense of belonging and engagement. This practice involves changing the environment by removing barriers so that each person has equal access to opportunities and resources and can achieve their full potential.

Marginalization

The process where a person or group of people is excluded from full and meaningful participation in society, typically through discrimination or other means of oppression, resulting in reduced access to resources, opportunities and services. Marginalization can occur based on factors such as race, ethnicity, sex, gender, ability, age, religion, socioeconomic status, social class and geographic location.

Islamophobia

Prejudice, negative sentiments and hostility toward Islam and Muslims. Islamophobia may be based on ideas about Islam as a religion and on ideas about Muslims as a cultural and ethnic group and hateful rhetoric often leads to discriminatory behavior toward Muslims. In addition, Muslims with overlapping gender and other demographic characteristics may experience intersectional discrimination and stereotyping. People who present as being from Arab, Middle Eastern and North African countries may experience Islamophobia regardless of whether they identify as Muslim.

Oppression

The act of subjecting a person or group of people to undue authority unjustly or cruelly.

Systemic Barrier

A barrier that results from seemingly neutral systems, practices, policies, traditions, or cultures and that disadvantages certain individuals or groups of people. Systemic barriers disadvantage minority groups, racialized groups, people with disabilities, people from 2SLGBTQIA+ communities, Indigenous people and other marginalized people and groups. Systemic barriers are present in all aspects of society such as employment, education, institutions and health services. Systemic barriers are not necessarily put in place intentionally.



Learn more about the City of Brampton's Equity Office at
[Brampton.ca/EDI](https://brampton.ca/EDI)

Equity Office

City of Brampton



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Land Acknowledgement

The City of Brampton is located on the traditional territories of the Mississaugas of the Credit, Haudenosaunee and Wendat Nations who have called this land home since time immemorial.

We recognize the Mississaugas of the Credit as the original rights holders and the signatories of Treaty 19 – the Ajetance Purchase of 1818 – and that the agreements made therein are foundational to our nation-to-nation relationship.

As a City, we are committed to our ongoing role in reconciliation through meaningful action rooted in truth, justice and respect. We are grateful to the original caretakers of this land who have ensured we are able to work, play and live in Brampton now and in the future.



Foreword from the Equity Office



The Equity Office was established in December 2020 with the mission of embedding equity, diversity and inclusion (EDI) in the City of Brampton's Corporate policies, programs and services. As we reflect on the progress made since THEN, we are proud of the tangible steps taken to address systemic barriers, amplify underrepresented voices and foster a culture of belonging across the city.

This report demonstrates our dedication to advancing equity throughout our workforce and the Brampton community. The accomplishments outlined herein highlight the collaborative efforts of City departments, community partners and the residents of Brampton in creating spaces where everyone feels valued and included.

Our work is guided by a commitment to truth and reconciliation, and we remain steadfast in our goal of addressing anti-Black racism, Indigenous reconciliation and broader systemic inequities. We look forward to expanding our initiatives in 2025 and beyond, building on the solid foundation established since our inception.

Thank you for your ongoing support in this important journey.

Sincerely,
The City of Brampton, Equity Office Team

Introduction and Executive Summary

In December 2020, the City of Brampton, by motion of City Council, established the Equity Office to lead the advancement of equity, diversity and inclusion (EDI) throughout the Corporation and the community.

The creation of the Office was in response to findings from the Canadian Centre for Diversity and Inclusion (CCDI) report, an assessment conducted by the Canadian Center for Diversity and Inclusion within City of Brampton departments. The CCDI report revealed that only 37 per cent of the City's workforce identified as racialized individuals, despite the City of Brampton having a population of 74 per cent visible minorities in 2019. It further outlined a similar pattern in the City's Corporate Leadership Team, where only 15 per cent were racialized staff.

The report was corroborated by recommendations from the Laura Williams Report, which detailed specific concerns regarding anti-Black Racism within Brampton's City Hall, including a lack of racial diversity in departments and a culture where racialized contract employees faced job insecurity.

City Council decided to formalize efforts to dismantle systemic barriers and promote an inclusive environment for all.

Since its inception in 2021, the Equity Office has taken significant steps toward addressing the diverse needs of Brampton's community, with a focus on Indigenous reconciliation, anti-Black racism and the support of other Equity Deserving Groups.

This status report summarizes the Office's key accomplishments to the end of 2024. It highlights the progress made to date in creating an equitable, inclusive and diverse community and workplace, while setting the stage for the strategic priorities of 2025 and beyond.

Key Priority Areas

Progress in this status report will be grouped into three key priority areas or themes. The intent of laying out the information like this is to help demonstrate the work the Equity Office has done to progress EDI awareness, understanding and adoption within the Corporation and in the Brampton community.

Priority Area #1: Creating a Culture Change at the City (Staff Learning)

Through intentional learning strategies and regular communications, the Equity Office nurtures a culture of awareness and personal reflection across the corporation.



EDI Training and Departmental Analysis

- Over 400 staff members, including Brampton Fire & Emergency Services, received equity-focused training on anti-Black racism (since 2021), inclusive leadership and Indigenous reconciliation.
- Gender Base Analysis Training for People Leaders and City Council now available to all City Staff (since 2024).
- In response to the Truth and Reconciliation Commission's (TRC) Calls to Action, accessible Indigenous Awareness training is mandatory for all People Leaders and is now available to all City Staff (since 2024)

Launched “EDI Minute” in Connections

- Leveraging the City’s monthly internal staff e-newsletter – Connections – to give the Equity Office a consistent space and voice to educate staff about equity-centered insights, resources and success stories.

SharePoint Site Expansion

To support our event-based communications, we launched over 20 new pages on our internal SharePoint site for:

- Red Dress Day
- Asian, Sikh, Christian, Portuguese, Dutch, Filipino, Italian, Jewish and Islamic History Months
- Treaties Recognition Week
- Employee Resource Groups (ERGs)

These pages serve as learning hubs to build staff understanding on critical historical and current equity issues.

Staff Communication in 2024

To help raise awareness and educate staff about cultural celebrations and dates of significance, we communicated with staff using a variety of mediums including all-staff emails, intranet stories and informational postcards. The dates we acknowledged were:

- Black History Month
- Black Mental Health Month
- International Women’s Day
- Red Dress Day
- Pride Month
- Indigenous History Month
- Emancipation Day
- National Day for Truth and Reconciliation
- Islamic History Month
- Treaties Recognition Week

Updated Land Acknowledgement Guidance

- Shared via all-staff email and Spotlight, this revised protocol provided clearer context and respectful practices for acknowledging Indigenous territories.



Priority Area #2: Community Development and Events

Hosting impactful events, public commemorations and internal engagements to amplify the voices of equity-deserving communities, support reconciliation and foster belonging among staff and residents.



Black Empowerment Initiatives

- Delivered programs and services to Black entrepreneurs and businesses through a range of strategic initiatives, including a Black Business Directory, robust small business support and access to grants and dedicated innovation and tech programs.
- Implemented youth development programs, with partners to improve early learning and childcare programs and understanding of the role of heritage and culture and increased access for diverse communities
- Supported the Black Film and Tourism industry by launching the Brampton International Film Festival (BINFF) during Black History Month, which embedded equity narratives into the city's creative economy.

Black History Month – Kick-Off Event February

- Since the Equity Office was established, the City of Brampton has hosted an annual public event to celebrate and acknowledge the contributions of Black Canadians. This large-scale public event has been well attended, often to capacity of the venue, and has featured guest speakers, artists, awards, and a Black makers market.

Black History Month - Conversations with Trailblazers February 2024

Several internal events were organized to honour and celebrate the many contributions that Black people have made—and continue to make—in all sectors of society.

- Kathy Grant, Black Canadian Veterans Historian
- Donovan Bailey, Olympic Gold Medalist & Author
- Erika Alexander, on the Honourable Lincoln Alexander's Legacy
- Kirk Mark, Hon. Zanana Akande, Quammie Williams, Community Leaders

Black History Month – Fireside Chat February 2024

The City's Black Employee Engagement Network (BEEN) organized a Fireside Chat: *Even Stronger Together*, marking the beginning of community-led engagement for Black staff and allies.

Black History Month – Internal Staff Events February 2023

The following events were available for staff to participate in:

- Socialize dance class
- A Conversation on Black Resistance with Peter Sloy
- Black Resistance



Black Mental Health Month

The City recognizes March as Black Mental Health Month by amplifying the impact that anti-Black racism has on Black employees' mental health.

Black Mental Health Month – Internal Staff Event March 2023

- Be You, Be Well Event

Black Mental Health Month – Internal Staff Event March 2022

- Dismantling the Myths of Black Men: Mental Health Impacts of Racial Stereotypes

Red Dress Day – May 2024

Drawing inspiration from The REDress Project by Métis artist Jaime Black, we partnered with The Indigenous Network and Peel Regional Police to create our own installation. By hanging red dresses around the city, we are drawing attention to the staggering number of women and girls who are no longer with us and who are victims of gender-based violence and intimate-partner violence. The installation was at Ken Whillans Square for the month of May, along with educational signs to help residents and visitors understand the epidemic of violence against Indigenous women and girls and the need for meaningful action to affect change.



Indigenous-Focused Learning Series – June 2024

As part of Indigenous History Month in June 2024, we hosted three staff learning sessions:

- Picking Up the Pieces – Missing and Murdered Indigenous Women, Girls & Two-Spirit People: Over 20 staff members at the City attended this learning session.
- Indigenous Education with Shirley Horn and Paul Sayers: Over 30 City staff attended this session.
- Why the Duty to Consult with First Nations? 20 plus City staff attendants.

Emancipation Day Lecture – August 2024

- With over 40 attendees, this event honored the legacy of freedom and resistance and included a Pan-African Flag Raising at City Hall and participation in the Jambana Festival at Gage Park.

National Day for Truth and Reconciliation – September 2024

“Equinomic” Reconciliation: Where Equity Meets Economic Development:

- This internal staff event brought together approximately 380 participants, featuring a panel discussion on how reconciliation and economic opportunity intersect, positioning Brampton as a key player in Indigenous economic inclusion. The session underscored our commitment to economic reconciliation with Indigenous communities.

National Day for Truth and Reconciliation – September 2023

Speaking our Truth: Reconciling our Relationship with Indigenous Peoples

- This internal staff event brought together approximately 410 participants, to remember, reflect, learn, and commit to truth and reconciliation. The session featured a keynote speech by Roberta Jamieson from Six Nations of the Grand First Nation, who was the first Indigenous woman to earn her law degree in Canada and the first woman appointed as Ontario’s Ombudsman.



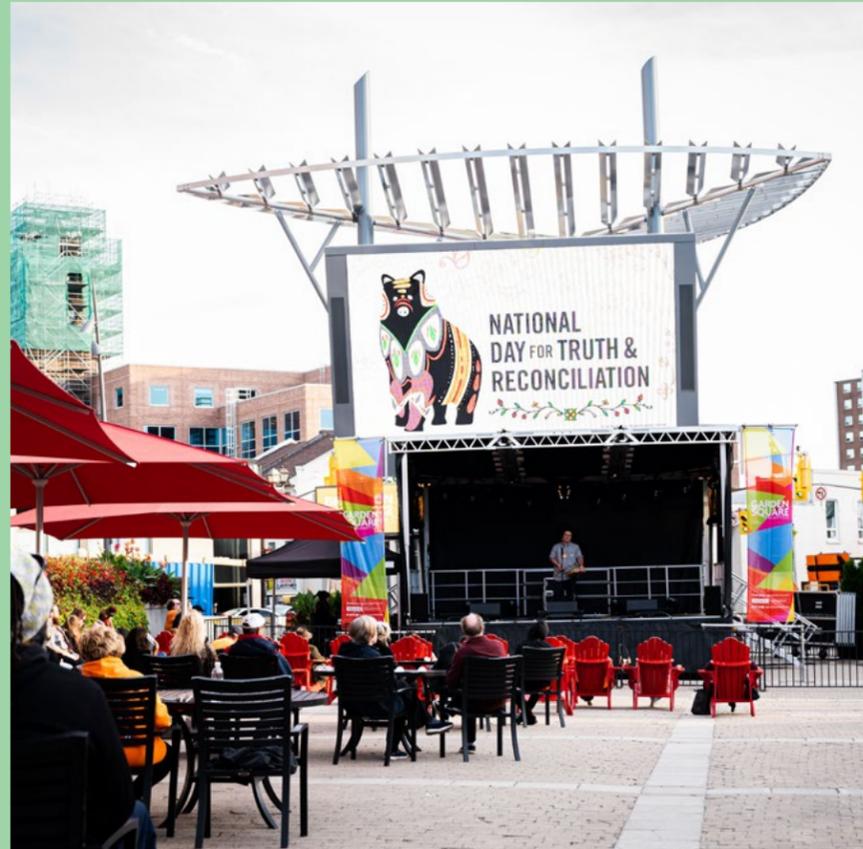
National Day for Truth and Reconciliation – September 2022 Internal Staff Event

The City held a virtual learning and development event with guest speakers:

- Jeffrey Schiffer, Executive Director, Native Child and Family Services of Toronto
- Kelly Fran Davis, Director, Indigenous Education and Enlightenment

National Day for Truth and Reconciliation – September 2022 External Community Event

- Candlelight Vigil and Indigenous Learning



Islamic Heritage Month and Anti-Islamophobia Events

- In October 2023 and 2024, organized and hosted community Iftar and Eid gatherings to promote belonging and intercultural dialogue. These events were popular and attended by over 350 community members who flocked the City Hall Conservatory during Ramadhan and Chinguacousy Park for Eid.
- Community commemoration for the National Day of Remembrance for the Québec City Mosque Attack, to acknowledge the lives lost and remember the tragic event.



Priority Area #3: Policy Work and Community Engagement

Equity was embedded into policy through reviews, reforms and the development of new guidance tools.



Anti-Islamophobia Strategy

- The City adopted the National Council for Canadian Muslims (NCCM), Policy Recommendations for Municipalities. The City will be working with partners and school board to develop a multi-pronged strategy focused on community engagement, educational programming and policy in 2025.

Anti-Islamophobia Community Engagement

- Engaged with over 25 Masjids to deepen relationships and support crisis response.
- Collaborated with the National Council of Canadian Muslims (NCCM) to implement policy and educational recommendations.

Anti-Hate Campaign and QR Code Innovation

- In partnership with the Community Safety Office, an anti-hate training module and support campaign with QR code access to resources will be launched in 2025.

Black Empowerment Initiatives

- Developed stronger Black economic partnerships and identified opportunities for mutual growth and investments in the black community in Brampton.
- Establish relationships with school boards to support Black students in Brampton schools.
- Engaged regional housing stakeholders from the region of Peel, in multiple to address housing challenges in the city.
- Worked with community partners to establish Black-led emergency shelter for new immigrants in Brampton
- Advocated and worked with the Region of Peel and THE Federal government on Asylum seekers crisis from 2023 to present

- Hosted ongoing events focused on supporting Brampton Newcomers on jobs, shelter, mental and physical health, community integration programs

Diverse & Equitable Workforce:

- Collaborated with Human Resources to revise recruitment practices and launch the Black and Indigenous Youth Internship and Co-op Program, with hires placed in Arts and Culture and more departments.
- Supported Brampton Fire and Emergency Services in piloting a bias-free recruitment strategy to attract Black applicants, with plans for expansion in 2025.

EDI Toolkit Development

- Following comprehensive research, we completed a draft EDI Toolkit designed to guide departments in applying an equity lens to planning and decision-making. It is scheduled for review and rollout in 2025.

Employee Resource Groups (ERGs)

- The Equity Office created an Operating Framework for the establishment and operation of ERGs in the City, which was approved in 2024 by Corporate Leadership Team.
- BEEN and WEN (Black Engagement Employee Network and Women Empowerment Network) were successfully launched and structured with executive leadership, advancing staff advocacy and retention with 124 and 194 members respectively.
- MERG (Muslim Engagement Resource Group) was also introduced via Spotlight and internal calls for members, creating a space for Muslim staff to grow professionally and feel affirmed.
- The Equity Office also held meetings to discuss and plan for future ERGs such as the Brampton Pride Network set to be launched in 2025.

Indigenous Relations and Consultation

- Established and maintained strong relations with the Mississaugas of the Credit, Haudenosaunee, and Wendat Nations.
- In partnership with local urban Indigenous peoples, the Equity Office led efforts to establish a permanent site and hosted the first Sacred Fire Ceremony in Brampton, since the ban in 1884.
- Ongoing collaboration with The Indigenous Network (TIN) and Algoma University has enhanced opportunities for meaningful engagement, as well as programming and planning. This collaboration has demonstrated the value of re-establishing an Indigenous presence in Brampton's evolving landscape, furthering these conversations into 2025, to create a sense of belonging for the network, by hosting it within Brampton.
- Through focus groups held with Indigenous community members for the purpose of renaming specific City parkettes to reflect Indigenous contributions, the office has been able to generate and put forward, a list of names by the urban Indigenous community —commemorations are set for 2025.
- Brampton has been collaborating with Host Nations and cross-departmental teams, to develop an Archeological Management Plan, a tool that maps all areas of known or potential archaeological significance within the boundaries of Brampton. Once launched, the toolkit will be available to all staff whose work requires consultation.

Indigenous Relations – City Collaboration

- The City of Brampton has formally adopted the Truth and Reconciliation Commission's Calls to Action; the United Nations Declaration on the Rights of Indigenous Peoples which was enacted into law on June 21, 2021; the National Inquiry into Missing and Murdered Indigenous Women and Girls, and 2SLGBTQIA+ Peoples' Calls to Justice.

- Through an intentional and meaningful nation-to-nation approach with our Host Nations and urban Indigenous community, the Equity Office has championed the City utilizing the recommendations for municipalities within noted reports and frameworks to guide its work of increasing awareness, building capacity and seeking collaborative solutions with Indigenous host Nations.
- The City's relationships with the Indigenous community supported by the work on Indigenous communities that the Equity Office does, contributes to the continuing creation of processes for reconciliation. This in turn drives economic recovery, social development and cultural inclusion of the Indigenous community. The City collaboratively honours the uniqueness of Indigenous knowledge, histories and traditions, and recognizes their importance in building and supporting an inclusive, successful, innovative and brighter future for Brampton.

Respectful Workplace Policy Reform

- Informed by the Laura Williams Report, we collaborated with Human Resources to integrate an equity lens into the Respectful Workplace and Violence Prevention policies.



Financial Overview

City Council-approved budgets supported the following key initiatives:

- **Cultural Celebrations**
 - Significant portions of our budgets have over time been used to foster a culture of belonging at the City, in response to the Laura Williams and CCDI reports. Events such as Black History Month Celebrations, Indigenous Peoples Day and Emancipation Days are some examples.
- **Training & Education**
 - Significant investments in anti-racism and Indigenous reconciliation sessions.
- **Youth Employment**
 - Hiring Black and Indigenous youth whose skills and experiences were nurtured through employment opportunities at the city.

Council Motions & Foundational Commitments

The Equity Office's work continues to be guided by several key City Council motions, which laid the foundation for its creation and shaped its strategic direction:

Blackburn Family Documentary & Legacy Recognition

- As per Council motion and resolution CW199-2022, the City was to install a metal bench and commission a documentary and a tree planting in honour of Estelle Blackburn and her family with signage near the bench to educate the public about her contributions to the community. The documentary about the Blackburn Family as requested during the Council meeting on April 27, 2022, is now complete.
- The tree planting ceremony and installation of the bench and historical plaque are being planned for summer 2025.

Council Commitment to Youth Employment:

In 2021, the City Council endorsed initiatives to support employment opportunities for Black and Indigenous youth, leading to the successful launch of the Black and Indigenous Youth Internship and Co-op Program in 2023.

December 2020 Motion:

In response to the Canadian Centre for Diversity and Inclusion (CCDI) report, the City Council passed a motion to formalize the Equity Office, establishing a commitment to address systemic racism and inequities within the City.

Laura Williams Report:

Recommendations from the Laura Williams Report have influenced revisions to workplace policies, including updates to the Respectful Workplace Policy and Workplace Violence Prevention Policy. These changes ensure that systemic barriers are identified and addressed in the City's practices.

OUTLOOK FOR 2025

Looking ahead, the Equity Office will prioritize:

- Launch of EDI Toolkit
- Expansion of Black and Indigenous Youth Internship Program
- Establish permanent Indigenous Sacred Fire sites
- Purchasing and Procurement Equity Review
- Launch of Islamophobia Strategy
- Implementation of the Anti-Hate Public Education Campaign
- Launch of the Brampton Pride ERG
- Launch of the Indigenous Advisory Circle
- Develop a Reconciliation Action Plan
- Community Voice Consultation for the Black Community to develop a 5-year action plan
- Launch and implement of the City's first EDI Strategy
- Celebrate and acknowledge additional cultural and heritage months
- Expand EDI learning and training for City staff
- Fostering a culture of change in Brampton to embody the vision of Brampton is a Mosaic.

Our Commitment

To work with other departments within the City and the broader community of Bramptonians to build practices and policies that reflect Justice, Equity, Diversity and Inclusion. A community where everyone can live, thrive and celebrate their differences in a positive way.





Learn more about the City of Brampton's Equity Office at
[Brampton.ca/EDI](https://brampton.ca/EDI)

Appendix 1

Brampton Women's Advisory Committee (BWAC)

Terms of Reference

1. Purpose

As directed by Council (C068-2023 / CW099-2023), the Women's Advisory Committee (BWAC) will support the City of Brampton's commitment to creating ion of a gender-inclusive municipality and fostering meaningful participation of women across the organization BWAC aims to raise awareness, advise, and stimulate action to serve as a resource to Council on matters pertaining to women in the City of Brampton, and will consider the unique socioeconomic, political, and cultural barriers that women may face because of public policy mandates.

2. Mandate

The BWAC will be guided by the following principles:

- a. The full participation of all women in civic and community affairs by ensuring that City policies, programs, and services do not impose barriers to such participation;
- b. Increased civic and community awareness regarding women within the Brampton by promoting effective communication;
- c. Confronting barriers facing women;
- d. Promotion of equitable opportunity for the women of Brampton to voice their views by monitoring the effectiveness of the City policies, programs, and services.

The BWAC will provide advice and recommendations to Council on:

- a. Gender equity matters related to policies, priorities, and decisions, using a gender-equity lens;
- b. Mechanisms to engage and empower women to fully participate in the political process at the municipal level;
- c. Mechanisms to promote community leadership development for women in the municipality;
- d. Women's gender-based issues, including the use of Gender-Based Analysis Plus;
- e. Strategies designed to achieve the objectives of the BWAC; and
- f. Planning for International Women's Day programs and events by the City of Brampton.

Further, the BWAC shall advise business units, through the Chief Administrative Officer, in responding to gender-based issues and concerns of women when requested to do so by the Chief Administrative Officer.

3. Composition

The BWAC shall be comprised of at least 10 and no more than twelve (12) members, including:

- a. A minimum of two (2) members of Council.

- b. A maximum of 10 citizen members that self-identifies as women from different Equity Deserving Groups.
- c. Live or operate a business/organization in Brampton.

The members of the BWAC shall select a Chair and Vice-chair.

4. Terms Of Office

Appointments to the BWAC will be concurrent with the term of Council, ending November 14, 2026, or until successors are appointed.

5. Established by

Council Resolution C068-2023 (CW099-2023)

6. Meetings

Meetings will be scheduled on a quarterly basis, or at the call of the Chair and in conjunction with staff in the City Clerk's Office.

7. Reporting Structure

The BWAC reports to Committee of Council.

8. Support

Meeting management support and citizen appointments for the BWAC will be supported by the City Clerk's Office, in accordance with Council's Procedure Bylaw and Citizen-based Advisory Committee Procedure.

Subject matter, administrative, and strategic support to the BWAC will be provided by the Office of the Chief Administrative Officer and the Office of Equity, Diversity & Inclusion.

9. Non-Council Member Requirements, Qualifications and Commitment

Citizen members recommended for appointment to the BWAC must possess the following:

- a. Relationships with the Brampton community;
- b. Demonstrated interest or experience in dealing with women's issues;
- c. Proven organizational skills;
- d. Broad volunteer experience;
- e. Ability to regularly attend scheduled meetings;
- f. Ability to regularly contribute to activities and projects outside of BWAC meetings;
- g. Ability to be involved in activities and events during evenings or weekends; and
- h. Ability to remain respectful and professional in all meetings and activities,

and must meet some of the following criteria:

- a. Governance, communication and negotiation skills and experience;
- b. Connection to championing issues surrounding women's empowerment;
- c. Leadership, advocacy and community organization skills and experience;

- d. Commitment to mentoring and empowering; and
- e. Experience working or advocating within the business, education and/or social sectors.
- f. Involvement in, or demonstrated interest or experience relevant to, City of Brampton programs relating to women, including City initiatives such as Action to End Gender-based violence, Women in Health, Women in Sports, Women in Arts, GBA+ training, women empowerment etc.

All members must take GBA+ training prior to sitting on the BWAC.

10. Remuneration

1. Membership is voluntary (members will not be remunerated).
2. Reimbursed for any necessary expenses incurred.
3. Mileage will be paid in accordance with the City of Brampton corporate rate when members are required to travel on BWAC business.

11. Conflict Of Interest

At the beginning of each meeting, members will be asked if they have any declarations of interest under the *Municipal Conflict of Interest Act*. If any such conflicts are declared, actual or perceived, the member(s) will not participate in voting related to the item and may be asked to leave the meeting for any related debate and discussion.

12. Dates of Approval, Review & Revision

The Terms of Reference should be reviewed every four years, in tandem with the term of Council, or as needed. Changes to the Terms of Reference shall be prepared by staff in the Office of Equity, Diversity & Inclusion, reviewed by the Committee where possible, and approved by City Council.

Brampton Women's Advisory Committee (BWAC) Survey Results

Presented by: Equity Office

Shanika Johnson, Lucy Nyarwai & Cindy-Ann Lewis

Overview

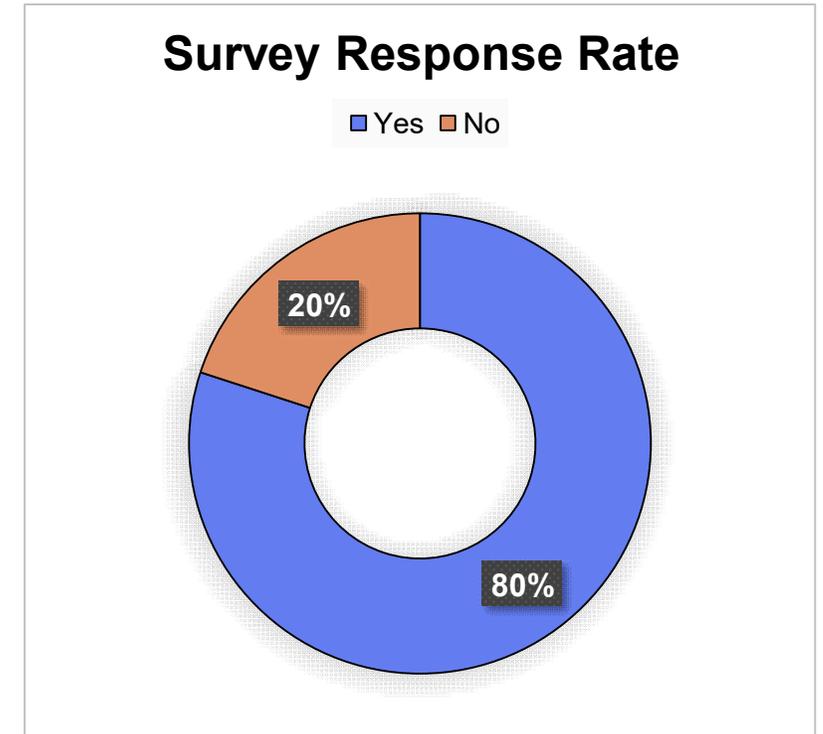
- Survey Responses
- Priorities
- Areas of Interest
- Policy Suggestions
- Partnership Opportunities
- Brampton Stories
- Dates of Commemoration
- Key Considerations



Brampton Women's Advisory Committee (BWAC) Survey

Survey Responses

- To preserve anonymity, names were not collected
- Main points listed had an average response rate of 50% and above
- Overall response rate was 75.7%



Total Responses: 8

Priorities

Strategies to address gender-based violence

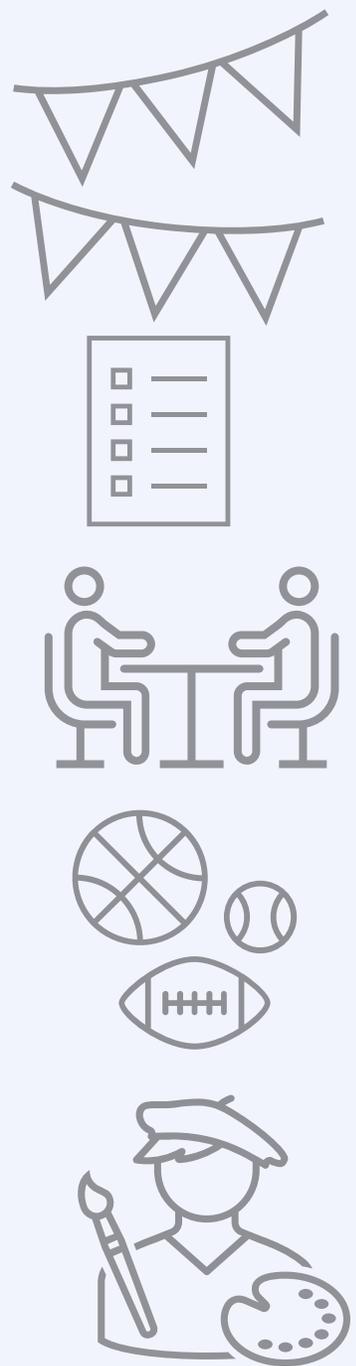
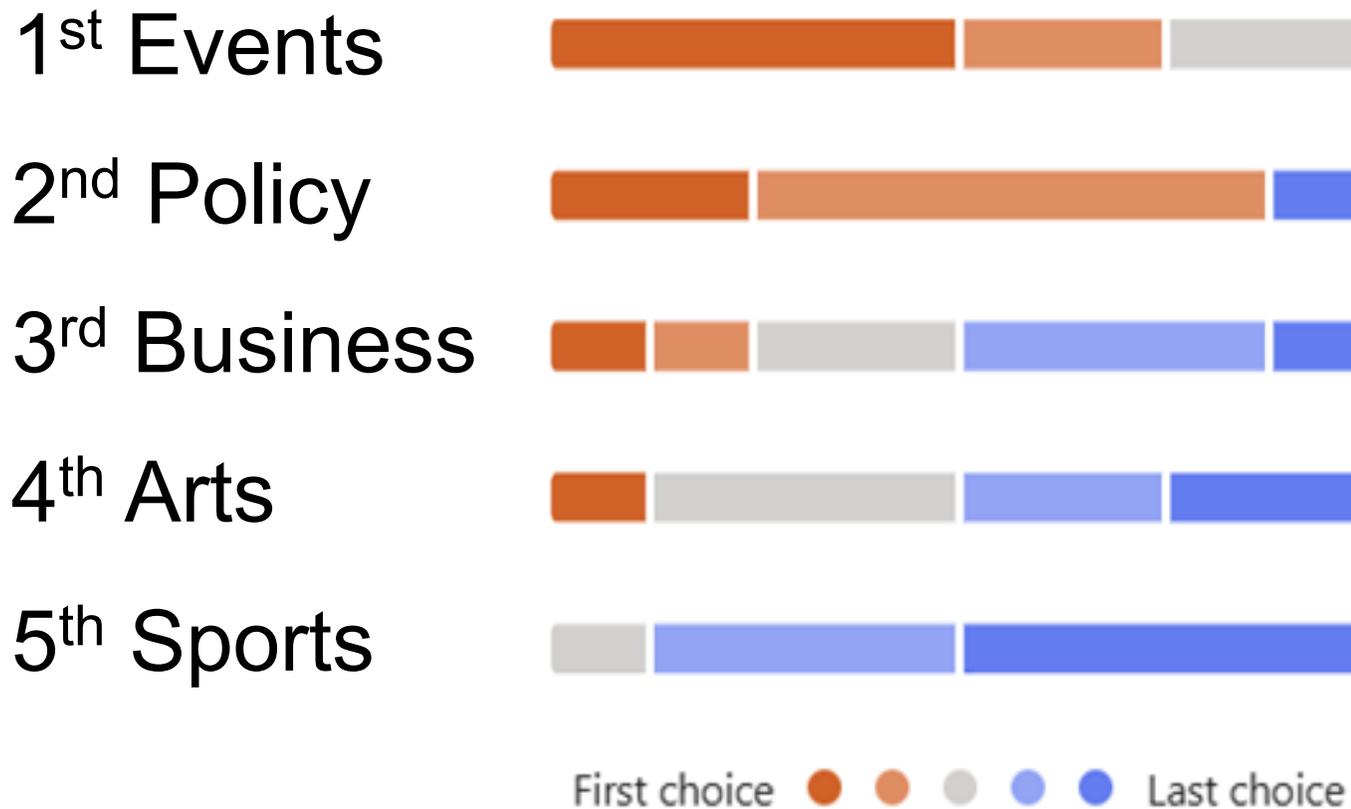
Increase participation of women in leadership roles

Support programs related to health equity
that serve marginalized groups

Promote cultural and social inclusion

Areas of Interest

RANKED RESPONSES



Policy Suggestions

INCREASE

Increase participation of diverse voices in governance.

PROMOTE

Promote Policies addressing housing, safety, and equity.

EXPAND

Expand training, employment, and skills development opportunities.

SUPPORT

Support programs for women free from violence and discrimination.

ADVOCATE

Advocate for inclusive public space initiatives.

Partnership Opportunities

- Black Congress of Women Canada
- Business and Professional Women of Brampton
- Canadian Council of Muslim Women – Brampton & Mississauga Chapter
- Celebrating & Empowering Daughters
- Embrave
- Essence of Mind
- The HEAL Network
- Help a Girl Out
- Indo-Caribbean Canadian Association
- Laadiyan
- Moyo Health & Community Services
- Roots Community Services (women's program)
- The Safe Centre of Peel
- Sexual Assault and Rape Crisis Centre
- Women Centre of Peel
- Zonta Club of Brampton-Caledon
- 100 Women Who Care

Brampton Stories

TO HIGHLIGHT & LEARN MORE ABOUT

Notable ideas suggested for group presentations and stories:

- Homelessness and housing
- International students
- Stay-at-home mothers and caregivers
- Gender-based violence and discrimination (e.g., MMIWG2S+)
- Pride Book Club and other community initiatives

Dates of Commemoration

Currently Recognized

- Jan 4** National Ribbon Skirt Day
- Mar 8** International Women's Day
- Mar 31** International Transgender Day of Visibility
- May 5** Red Dress Day
- October** Women's History Month
 - Oct 4** National Day of Action for MMIWG2S+
 - Oct 11** International Day of the Girl Child
 - Oct 18** International Person's Day
- Nov 20** Transgender Day of Remembrance
- Nov 25-Dec 10** 16 Days of Activism
 - Dec 6** National Day of Remembrance and Action on Violence Against Women
- Dec 10** Human Rights Day

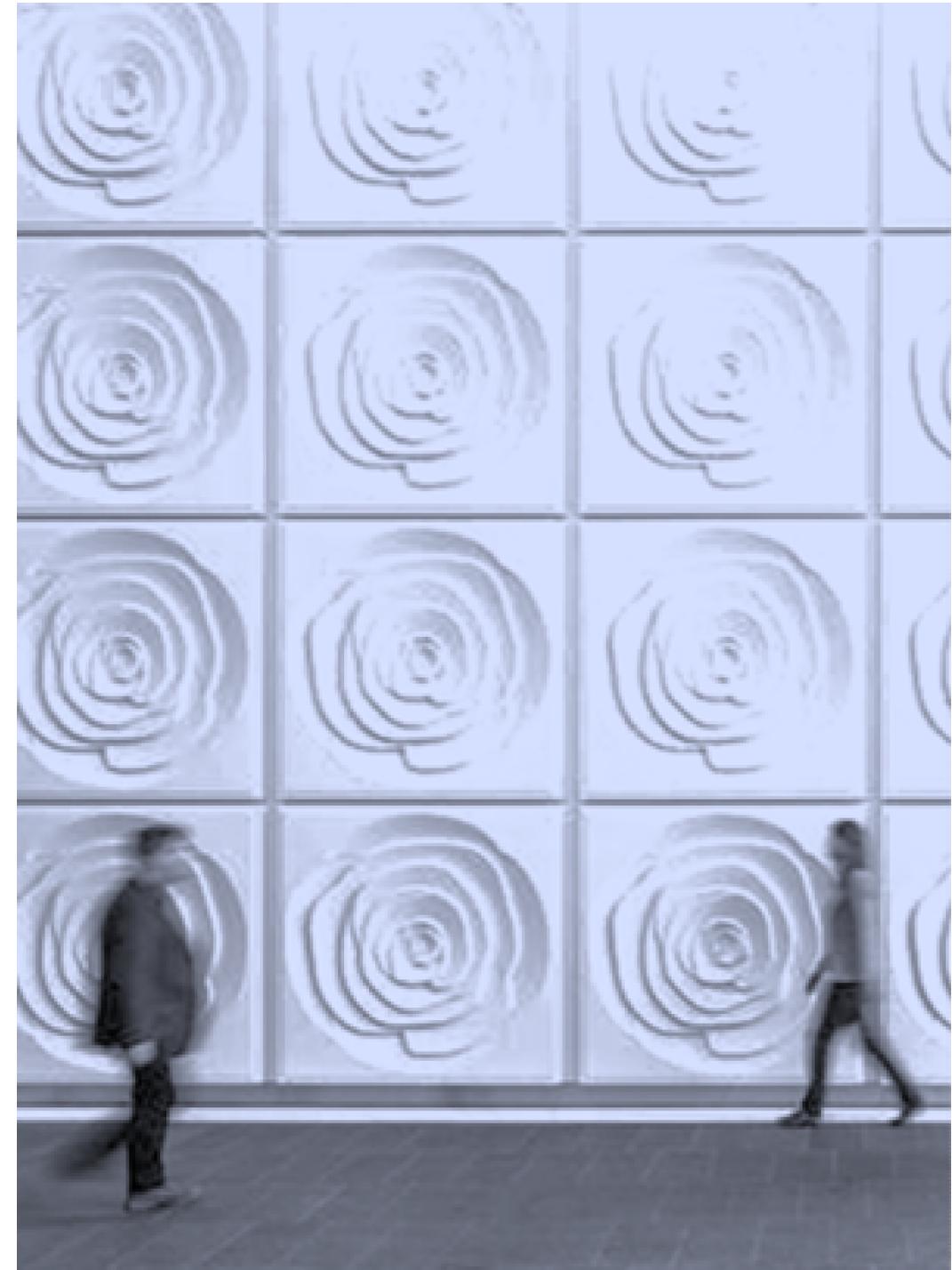
New Suggested Dates

- Last Full Week in Mar** National LGBTQ Health Awareness Week
- 2nd Week in May** Mother's Day
- Start of Women's Health Week
- Sep 18** International Equal Pay Day
 - Trauma Informed Healthcare Day/Week
 - "Share the Care" Day/Week (shared responsibility of caregiving and emotional labour)

Key Considerations

Based on the survey findings, the following actions are proposed as part of the BWAC Strategy/ Action Plan:

- **Focus on top priorities:** Gender-based violence, leadership, equity and inclusion of various equity deserving women groups.
- Build partnerships with women-led groups.
- Plan impactful events and proclamations.



Thank you!