



## Agenda

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

- Date:** Thursday, April 30, 2026
- Time:** 7:00 p.m.
- Location:** Hybrid Meeting - Virtual Option & In-Person in Council Chambers – 4th Floor – City Hall
- Members:** Kathleen Douglass (Co-Chair)  
Dominique Darmanin-Sturgeon (Co-Chair)  
Simrat Atwal  
Lindsay Branton  
Nadia Chandra  
Kritika Chopra  
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](mailto: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.

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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 - January 29, 2026

The minutes were considered by Committee of Council on February 18, 2026, and approved by Council on February 25, 2026. The minutes are provided for Committee's information.

5. Presentations\Delegations

5.1 Presentation by Shanika Johnson, Manager, Equity Office, re: Brampton Women's Advisory Committee (BWAC) - Review: Delegation, Mandate, and Outcomes 2024-2026

(See item 8.1)

6. Reports/Updates

7. Upcoming Pertinent Issues

8. Other/New Business/Information Items

8.1 Discussion at the request of Kathleen Douglass, Co-Chair, re: Brampton Women's Advisory Committee (BWAC) Review and Results 2024-2026

(See item 5.1)

9. Correspondence

10. Question Period

11. Public Question Period

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

12. Adjournment



## Minutes

### Brampton Women's Advisory Committee

### The Corporation of the City of Brampton

**Thursday, January 29, 2026**

Members Present: Dominique Darmanin-Sturgeon, Co-Chair  
Kathleen Douglass, (Co-Chair)  
Simrat Atwal  
Lindsay Branton  
Kritika Chopra  
Eraj Waqar  
Marjorie R. Taylor  
Regional Councillor N. Brar

Members Absent: Nadia Chandra  
Simran Dosanjh  
Regional Councillor R. Santos

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

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1. **Call to Order**

The meeting was called to order at 7:00 p.m. and adjourned at 7:19 p.m.

2. **Approval of Agenda**

The following motion was considered:

**BWAC001-2026**

That the agenda for the Brampton Women's Advisory Committee meeting of January 29, 2026, be approved, as published and circulated.

Carried

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

Nil

4. **Previous Minutes**

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

The minutes were considered by Committee of Council on November 12, 2025, and approved by Council on November 19, 2025. The minutes were provided for Committee's information.

5. **Presentations\Delegations**

Nil

6. **Reports/Updates**

Nil

7. **Upcoming Pertinent Issues**

Nil

8. **Other/New Business/Information Items**

8.1 Discussion at the request of Kathleen Douglass, Co-Chair, re: 2026 International Women's Day Plans

Kathleen Douglass, Co-Chair, referenced previous International Women's Day events and inquired what the City's plans were for 2026.

Shanika Johnson, Manager, Equity Office, advised that International Women's Day celebrations will be held at the Rose Theatre on March 7, 2026, and the activities will be similar to the last year's event, with the theme being 'Give to Gain'. Reference was made to information that was shared to the members by the Clerk's Office seeking input and support on the following topics:

- Marketplace featuring women entrepreneurs
  - maximum of eight (8) Brampton-based participants
- Community resource tables
  - maximum of six (6) organizations to be represented at display tables to share programs and services
- 'Give to Gain' engagement
  - opportunity for members to encourage and engage attendees by offering their resources and sharing knowledge

Committee discussion took place and included the following:

- Suggestions of groups/organizations to be featured at tables included
  - Zonta Club, Help a Girl Out and Embrace, Roots Community Service and Punjabi Community Health
- Suggestion to categorize tables based on the topics such as, combatting human trafficking, violence against women and gender-based violence
- Consider groups that delegated at previous meetings such as, Embrace
- Undertake a call-out to the groups in the chosen categories to determine interest and participation
- Consider entrepreneurs of female run businesses and health care providers

Shanika Johnson advised that members may submit suggestions, ideas and names of organizations by the deadline date of February 2, 2026. The information will be reviewed and shared with the events' staff who will coordinate and assist with the event.

**9. Correspondence**

Nil

**10. Question Period**

Nil

11. **Public Question Period**

Nil

12. **Adjournment**

The following motion was considered:

**BWAC002-2026**

That Brampton Women's Advisory Committee do now adjourn to meet again on Thursday, April 30, 2026, at 7:00 p.m.

Carried

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Kathleen Douglass, Co-Chair

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Dominique Darmanin-Sturgeon, Co-Chair

**Date:** 2026-04-23

**Subject:** **BWAC Review; Delegation, Mandate, and Outcomes 2024-2026**

**Prepared by:** Shanika Johnson, Manager, Equity Office

**Report number:** Corporate Support Services-2026-384

**RECOMMENDATIONS:**

1. That the presentation prepared by Shanika Johnson, Manager, Equity Office to the Brampton Women's Advisory Committee Meeting of April 30, 2026, re: **BWAC Review; Delegation, Mandate, and Outcomes 2024-2026**, be received.

# Brampton Women's Advisory Committee (BWAC): Term Wrap-Up

Committee of Council  
Shanika Johnson  
Lucy Nyarwai  
Cindy-Ann Williams  
Corporate Support Services, Equity Office  
April 30, 2026





# Term Overview

Over the last two years, BWAC has:

- Grounded its work in lived experience and data (member-led survey).
- Strengthened partnerships and amplified women's voices in decision-making.
- Engaged diverse voices through community insight and presentations.

## Impact of the Work to Date

- Amplified women's voices in municipal decision-making
- Built strong partnerships across sectors
- Grounded our advocacy in data and lived experience
- Raised awareness on key issues affecting women

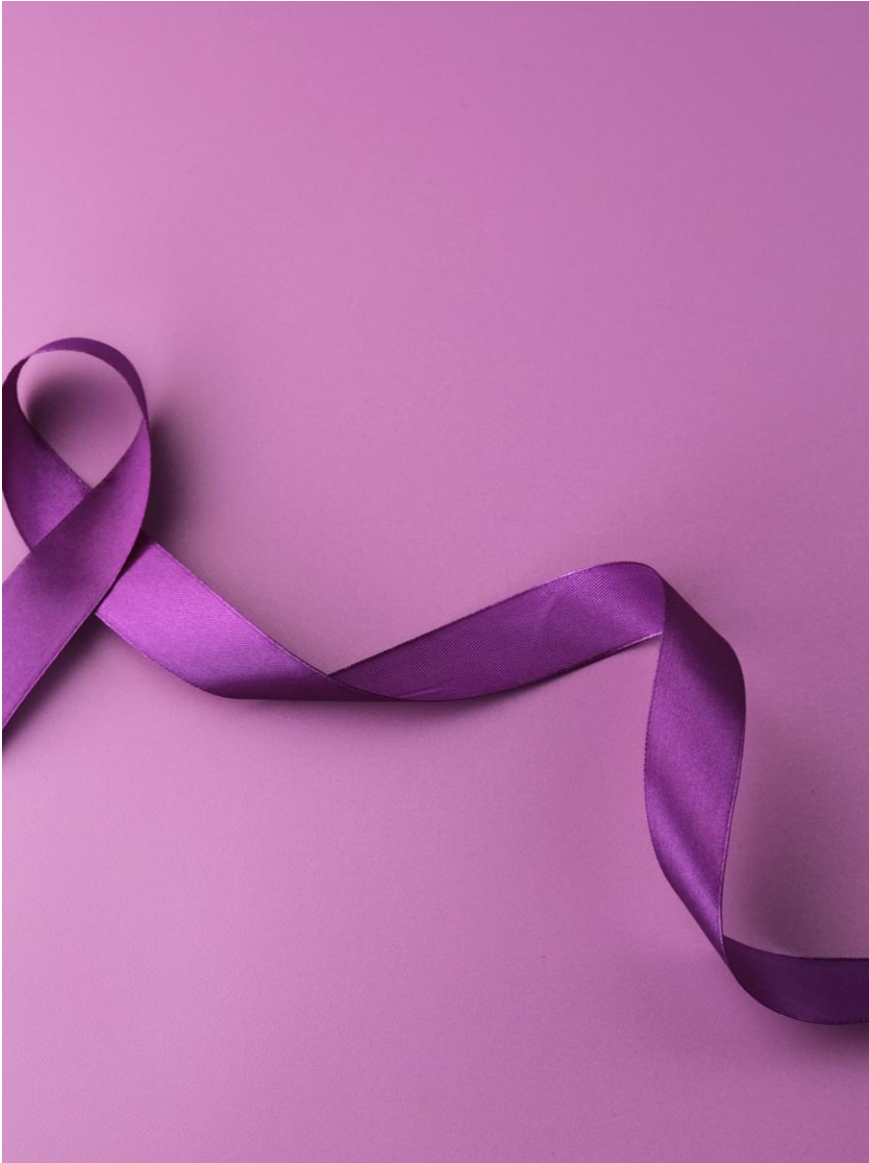
# Themes of Focus

Through BWAC's work, it identified clear priorities for advancing gender equity in Brampton. These can be grouped in the following themes:

1. Gender-based violence and safety
2. Homelessness and Women's vulnerability
3. Community safety, policing and hate prevention e
4. Human trafficking and exploitation
5. Supporting girls and early intervention

There is overlap between these themes and the survey responses of BWAC members at the end of the term. Demonstrating a synergies and alignment on areas to focus on going forward.





# Theme 1: Gender-Based Violence & Safety

- Gender-based violence remains a critical issue impacting women across Peel.
- It requires coordinated response across community services, policing and prevention strategies.

## Data Snapshot

- 1 in 3 women in Canada will experience some form of gender-based violence in their lifetime.

# Theme 2: Homelessness & Women's Vulnerability

- Women experience homelessness differently, often hidden and shaped by safety risks.
- Service gaps persist in housing access and wraparound supports.

## Data Snapshot

- Women are more likely to experience hidden homelessness and face increased risks of violence.





# Theme 3: Community Safety, Policing & Hate Prevention

- Safety includes hate prevention, community trust and inclusive policing approaches.
- Collaboration between City services and Peel Regional Police is critical.

## Data Snapshot

- Racialized women report higher rates of fear of hate-motivated incidents in public spaces.

# Theme 4: Human Trafficking & Exploitation

- Human trafficking disproportionately impacts women and girls.
- It requires awareness, prevention and survivor-centered support systems.

## Data Snapshot

- Peel is part of the top 3 regions in Ontario for reported human trafficking incidents.





# Theme 5: Supporting Girls & Early Intervention

- Early support for girls is key to long-term outcomes.
- Community-based organizations play a vital role in empowerment and resilience.

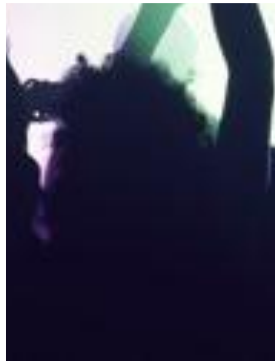
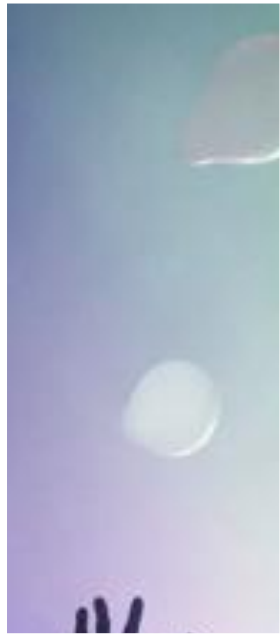


## Data Snapshot

- Investing in girls today leads to stronger educational, health, and economic outcomes tomorrow.

# Advocacy Key Areas

- Gender-based violence prevention and response and survivor support
- Housing and homelessness supports for women
- Inclusive and community-based safety strategies
- Economic empowerment and access to opportunities
- Early intervention and support for girls and youth
- Equitable service design and accessibility





# Looking Ahead

As this BWAC term ends, we:

- Have a strong foundation and clear priorities to advance gender equity in Brampton.
- Continue to listen, learn, lead, advocate and advance.

**Thank you to all members for your dedication,  
leadership and impact.**

Thank you!

