



Report
Staff Report
 The Corporation of the City of Brampton
4/23/2025

Date: 2025-04-01

Subject: **Anti-Racism and Inclusion Policy RM8-2023**

Contact: Jason Tamming, Director Corporate Support Services

Report number: Corporate Support Services-2025-265

RECOMMENDATIONS:

1. That the report from Shanika Johnson, Manager, Equity Office to the Committee of Council meeting of April 23, 2025 re: **Anti-Racism and Inclusion Policy RM8-2023**, be received; and
2. That the Draft Anti-Racism and Inclusion Policy (Appendix 1) be approved.

OVERVIEW:

- **The City of Brampton is committed to nurturing principles of equity, diversity, and inclusion, to achieve meaningful participation of our diverse community. Staff fulfilled resolutions C038-2023, where Council directed staff to:**
 - **Review, analyze, and action, the addition of terms “Hinduphobia” or “anti-Hindu hate” in existing City anti-racism policies.**
- **There is no financial impact resulting from the adoption of the recommendations in this report.**

BACKGROUND:

In March 2023, Council directed staff to review, analyze, and action, the addition of terms “Hinduphobia” or “anti-Hindu hate” in existing City anti-racism policies resolution C038-2023.

The City of Brampton is a vibrant municipality with a population of over 700,000 residents, and one of the fastest-growing cities in the country. The City embraces the principle that diversity strengthens and enriches the community socially, politically, culturally and economically. Brampton is known for its diverse and multicultural community, with people from various cultural backgrounds calling it home.

The City of Brampton is dedicated to fostering an inclusive city that reflects the values and needs of our community. The City of Brampton is committed to equity, diversity, and inclusion to achieve meaningful participation of our diverse community and recognizes the importance of acknowledging all forms of racism and oppression within the city.

CURRENT SITUATION:

The City serves a diverse population and equity, diversity and inclusion are a core component of the City strategic goals. The latest Census Data on Brampton shows that approximately 80% of the Brampton population is racialized. Brampton is a montage of over 200 cultures and an array of spoken languages. The Census data also shows that a vast array of religious affiliations is represented in Brampton. Therefore, it is essential that our multicultural demographic feels welcomed and included in our City.

The Equity Office consulted with the community group that delegated to Council on March 1, 2023 (referenced above) and with internal stakeholders to address the delegation. Brampton currently does not have a policy dealing with Anti-Racism and Inclusion. Staff conducted benchmarking research across other cities and municipal bodies to identify best practice. Building on this research and existing best practice, staff have drafted an Anti-Racism Policy and Inclusion (the Policy). The Policy adopts language enshrined in the Ontario Human Rights Code identifying protected grounds. Rather than refer to specific subsets of oppression and racism (like anti-Asian racism, anti-Black racism, anti-Indigenous racism, anti-Semitism, anti-Sikh hate, Hinduphobia, Islamophobia, transphobia, homophobia, etc.), the Policy adopts a proactive lens. The Policy aligns with municipal and industry standards in dealing with oppression and racism. The City of Toronto and the City of London have adopted similar policy approaches to address oppression and racism. Furthermore, the Policy supports the City's commitment to establishing and maintaining an inclusive City where all forms of racism and oppression is condemned.

The Policy addresses Resolution CO38-2023 and extends coverage to other delegations with similar concerns on equity, diversity, and inclusion. The umbrella approach of the Policy takes into consideration current activities on oppression and racism and proactively prepares for similar future delegations. The Policy accounts for all protected grounds

under the *Ontario Human Rights Code*. That is, prohibits racist attitudes on the grounds of citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity and gender expression. The Policy is also subject to review and adjustment on a three-year period.

The Policy aims to center the voices, experiences, and wellbeing, of those equity-deserving groups who have historically been, and are currently marginalized. In fulfilling its mandate, the Policy seeks to create a safe and inclusive environment for all City stakeholders including members of the public, Members of Council, Employees, businesses and visitors, by fostering a culture of mutual respect.

Anti-Racism and Inclusion

The Policy embraces an intersectional lens to meet the needs of a diverse Brampton population. Intersectionality refers to interlocking systems of oppression or discrimination that traverse more than one identity for any given individual. Members of equity-deserving groups usually experience more than one form of discrimination at any given time due to intersecting identities. For instance, a Black Muslim woman's lived experience of discrimination may be based on converging factors of race (being black), sex (identifying as a woman) and class (occasioned by systemic discrimination).

The policy recognizes that there is no one-size-fits-all definition of racism or oppression and an intersectional lens therefore takes into consideration all relevant variables for a multitude of cases. A broad framework allows for individualized yet standard resolution of discrimination incidents.

Alignment with Legislation and City of Brampton Policies/Procedures

The Policy is not a stand-alone policy it draws from the provisions of the *Ontario Human Rights Code*. The Policy also works in conjunction with other existing frameworks within the City of Brampton, including, but not limited to, the City's Respectful Workplace Policy, the Public Complaints Resolution Guidelines, and Addressing Harassment and Discrimination Standard Operating Procedure.

Resolution Options

The Policy does not preclude a staff member's or members of the public's access to other avenues of resolution such as the Ontario Human Rights Tribunal, grievance procedures outlined in collective agreements, and/or litigation.

CORPORATE IMPLICATIONS:

Financial Implications:

There is no financial impact resulting from the adoption of the recommendations in this report.

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 Anti-Racism Policy and Inclusion, the Policy is presented to City Council for Council approval.

Authored by:

Reviewed by:

Shanika Johnson,
Manager, Equity Office

Jason Tamming,
Director, Corporate Support Services

Approved by:

Approved by:

Alex Milojevic,
Commissioner, Corporate Support
Services

Marlon Kallideen,
Chief Administrative Officer

Attachments:

Appendix 1 – Draft Anti-Racism and Inclusion Policy
Appendix 2 – Approved Council Resolution C038-2023