



Minutes

Brampton Women's Advisory Committee

The Corporation of the City of Brampton

Thursday, July 17, 2025

Members Present: Kathleen Douglass (Co-Chair)
Simrat Atwal
Lindsay Branton
Nadia Chandra
Dominique Darmanin-Sturgeon
Simran Dosanjh
Marjorie R. Taylor
Eraj Waqar
Regional Councillor N. Brar - Wards 2 & 6

Members Absent: Kritika Chopra
Regional Councillor R. Santos - Wards 1 & 5

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

1. **Call to Order**

The meeting was called to order at 7:00 p.m. and adjourned at 8:12 p.m.

2. **Approval of Agenda**

The following motion was considered:

BWAC008-2025

That the agenda for the Brampton Women's Advisory Committee Meeting of July 17, 2025, be approved as published.

Carried

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

Nil

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 were provided for Committee's information.

In response to a comment regarding attendance, Chandra Urquhart, Legislative Coordinator, advised that members are noted as absent in the minutes when regrets are received. Members were encouraged to send regrets when unable to attend a meeting.

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

Gerald Adad, Manager, Children and Youth Services, Countering Hate Lead; and Jas Dhillon, Manager, Diversity, Equity and Inclusion, Peel Regional Police, provided a presentation on 'Countering Hate in Our Community', which included information on the following topics:

- Purpose of the 2025 Countering Hate Symposium
- Training Objectives
- Understanding what hate means - terminologies
- Data and statistics
- Trends in reporting hate motivated crime
- Yearly comparison of hate-motivated crimes
- Understanding hate speech
- Protecting youth and elders
- How to be an active bystander

Discussion took place and included comments, questions and responses as follows:

- Impact of hate motivated crimes directly against women
 - some statistics are available and incidents reported are quite low
 - reporting incidents needs to be encouraged
- Gender based violence in the context of a hate crime and the challenges to establish proof that the motivating factor may be the gender of the individual
- Suggestion that police investigations on incidents of bias against women should include searches of social media platforms
 - information on individuals being investigated is collected from as many social media platforms as possible to determine whether there is evidence of bias against women
- Reference to comments on the increase of hate motivated incidences tied to race and nationality, but decrease in reported incidences due to gender or sexual orientation
 - questions on what trends contribute to hate motivated incidences, based on sexual orientation and the decrease in reporting rates
 - geopolitical reporting impact the incidences and trends that are seen locally
- Information regarding questions on the classification of a hate crime and determining when an incident is regarded as hate motivated, such as, at the reporting or charging stage, or the judicial finding stage
- Specific training/workshops or resource kits are available for community organizations to share with clients to create more awareness for bystanders and the community who may witness an incident
- Availability of training at schools
 - Children and Youth Services offer presentations to schools, service providers, and youth community groups when requested but schools and youth groups should be encouraged to submit requests

The following motion was considered:

BWAC009-2025

That the following delegations, re: **Countering Hate in Our Community**, to the Brampton Women's Advisory Committee Meeting of July 17, 2025, be received:

1. Gerald Adad, Manager, Children and Youth Services, Countering Hate Lead
2. Jas Dhillon, Manager, Diversity, Equity and Inclusion, Peel Regional Police

Carried

6. Reports/Updates

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

Shanika Johnson, Manager, Equity Office, provided an overview of the subject report, 'Equity, Diversity and Inclusion (EDI) Strategy 2025-2026', noting that the strategy was endorsed by Council on June 25, 2025.

7. Upcoming Pertinent Issues

Nil

8. Other/New Business/Information Items

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

Kathlen Douglass, Co-Chair, referenced the purpose and mandate of the Brampton Women's Advisory Committee (BWAC) and reiterated that the Committee was created to raise awareness, provide advice and recommendations to Council on cultural barriers and issues that women experience. She suggested that members provide input on whether they feel BWAC was making a difference.

Discussion took place and included the following comments:

- Would like to see more action-oriented statistics and initiatives in terms of proposals put forward
 - referenced the Brampton Community Safety Committee that has offered off-site meetings within the community to encourage participation
- Creation of sub-committees or working groups based on members interests and background
- Agencies providing presentations to BWAC may be asked to clarify if they require Council to take any action on the subject matter being presented

- Referenced the survey that members were requested to complete and a suggestion that the Co-Chairs review those initiatives and select what topics may be considered actionable to present to Council
 - formalization of what 'actionable' means and looks like
- Needs to be specific about what BWAC wants to achieve
 - raise the profile of the BWAC through community engagement with various agencies/organizations, such as, the Rotary Club or Kiwanis Club
 - gather information from women in the community
- Maintain priorities as noted in the survey that was conducted
- Questions as to whether members are permitted to use social media platforms to promote BWAC
- Can BWAC reach out to other citizen committees to understand their structure with respect to actionable items
 - suggestion that the Councillors be approached regarding the promotion of BWAC
 - comments that members have not seen any information on the City's social media platforms regarding BWAC
- The earlier survey presented BWAC with initiatives that are considered a blue print
 - Suggestion that the October meeting be conducted as a workshop with the use of a whiteboard to discuss all data presented at earlier meetings

Members further discussed the creation of a sub-committee. It was suggested that the sub-committee be named 'Action Oriented Sub-Committee'.

Chandra Urquhart, Legislative Coordinator, advised that sub-committee members are not supported by the Clerk's Office, but rather by the lead departmental staff for guidance and support. Sub-committees are expected to schedule meetings, establish goals and provide brief minutes/notes to BWAC to be formally received.

The following members expressed their interest in being appointed to the sub-committee:

- Eraj Waqar

- Simran Dosanjh
- Simrat Atwal
- Lindsay Branton

The following motion was considered:

BWAC010-2025

1. That the Action Oriented Sub-Committee be established; and
2. That the following members be appointed to the Action Oriented Sub-Committee for the Term of Council ending November 14, 2026:

- Eraj Waqar
- Simran Dosanjh
- Simrat Atwal
- Lindsay Branton

Carried

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

Chandra Urquhart, Legislative Coordinator, advised that Angel Massey-Singh, Co-Chair, has submitted her resignation from the Committee.

Members were advised that an item will be listed on agenda for the October 16th, 2025 meeting to select another Co-Chair for the remainder of the Term of Council.

The following motion was considered:

BWAC011-2025

1. That the verbal update by the City Clerk's Office, re: Resignation of Angel Massey-Singh, Co-Chair, to the Brampton Women's Advisory Committee be received; and
2. That the resignation be accepted; and
3. That the vacant position be filled for the remainder of the Term of Council.

Carried

9. **Correspondence**

Nil

10. **Question Period**

Nil

11. **Public Question Period**

Nil

12. **Adjournment**

The following motion was considered.

BWAC012-2025

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

Carried

TBD Chair

TBD, Vice-Chair