



## **The Regional Municipality of Durham**

### **Durham Region Anti-Racism Taskforce Agenda**

Thursday, June 30, 2022

7:00 PM

Council Chambers  
Regional Headquarters Building  
605 Rossland Road East, Whitby

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Please note: Due to COVID-19, the Region of Durham continues to hold electronic meetings for Advisory Committees with limited in-person attendance at this time. Members of the public may [view the Committee meeting](#) via live stream. If you wish to register as a delegate regarding an agenda item, you may register in advance of the meeting by noon on the day prior to the meeting by emailing [delegations@durham.ca](mailto:delegations@durham.ca) and will be provided with the details to delegate electronically.

#### **1. Traditional Territory Acknowledgement**

We are currently located on land which has long served as a site of meeting and exchange among the Mississaugas Peoples and is the traditional and treaty territory of the Mississaugas of Scugog Island First Nation. We honour, recognize, and respect this nation and Indigenous Peoples as the traditional stewards of the lands and waters on which we meet today.

#### **2. Roll Call**

#### **3. Declarations of Interest**

#### **4. Adoption of Minutes**

- A) Minutes of the Durham Region Anti-Racism Taskforce meeting held on Thursday, May 26, 2022 (Attachment #1)

#### **5. Delegations**

#### **6. Presentations**

#### **7. Information Items**

- A) Bill C-229, The Banning Symbols of Hate Act (Attachment #2)

B) NCCM Anti-Islamophobia Municipal Recommendations (Attachment #3)

**8. Discussion Items**

A) DRART Membership

B) DEI – Related Terms

C) Municipal Elections & Racialized Communities

**9. Other Business**

**10. Date of Next Meeting**

Thursday, September 29, 2022, at 7:00 PM

**11. Adjournment**

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If this information is required in an accessible format, please contact 1-800-372-1102 ext. 2097.

## **The Regional Municipality of Durham**

### **MINUTES**

#### **DURHAM REGION ANTI-RACISM TASKFORCE**

**Thursday, May 26, 2022**

A meeting of the Durham Region Anti-Racism Taskforce was held on Thursday, May 26, 2022 in the Council Chambers, Regional Headquarters Building, 605 Rossland Road East, Whitby, Ontario at 7:03 PM. Electronic participation was permitted for this meeting.

#### **1. Traditional Territory Acknowledgment**

Chair Lee read the following land acknowledgement:

We are currently located on land which has long served as a site of meeting and exchange among the Mississaugas Peoples and is the traditional and treaty territory of the Mississaugas of Scugog Island First Nation. We honour, recognize and respect this nation and Indigenous Peoples as the traditional stewards of the lands and waters on which we meet today.

#### **2. Roll Call**

Present: Councillor Lee, Regional Councillor, Chair  
F. Ahmed, Community Member, Vice-Chair  
S. Bookal, Community Member  
S. Caibaiosai, Industry/Association/Public Institution Representative  
PG Case, Industry/Association/Public Institution Representative  
S. Dave, Community Member  
T. Hancock, Community Member  
C. Oyeniran, Community Member  
N. Samuel, Industry/Association/Public Institution Representative  
K. Vieneer, Community Member  
J. Williamson, Industry/Association/Public Institution Representative  
G. Wilson-Beier, Community Member

Absent: E. Baxter-Trahair, Chief Administrative Officer  
L. Francis, Community Member  
J. Munawa, Community Member  
Z. Pickering, Community Member

#### **Staff**

Present: A. Hector-Alexander, Director, Diversity, Equity, and Inclusion  
P. Hines, Manager, Diversity, Equity, and Inclusion  
H. Mohammed, Policy Coordinator, Diversity, Equity, and Inclusion  
A. Sharma, Policy Advisor, Diversity, Equity and Inclusion  
R. Inacio, Systems Support Specialist, Corporate Services – IT  
K. Smith, Committee Clerk, Corporate Services – Legislative Services

**3. Declarations of Interest**

There were no declarations of interest.

**4. Adoption of Minutes**

Moved by F. Ahmed, Seconded by PG Case,  
That the minutes of the Durham Region Anti-Racism Taskforce meeting  
held on Thursday, April 28, 2022, be adopted.

CARRIED

**5. Delegations**

There were no delegations to be heard.

**6. Presentations**

- A) Meera McDonald, Chair, Clarington's Diversity Advisory Committee and Co-Chair, Clarington's Anti-Black Racism Subcommittee, re: Update on Diversity and Anti-Racism Initiatives in Clarington

Meera McDonald, Chair of Clarington's Diversity Advisory Committee and Co-Chair of Clarington's Anti-Black Racism Subcommittee, provided a PowerPoint presentation with regards to an Update on Diversity and Anti-Racism Initiatives in Clarington.

Highlights of the presentation included:

- Clarington's Diversity Advisory Committee and Anti-Black Racism Subcommittee
- Our Work
  - Land Acknowledgment Statement
  - Statement condemning racism
  - Advocacy re: Symbols of Hate
  - Community engagement
  - Supported gender diversity initiative
- Focus of Work
  - Partnerships and Collaborations
  - Durham Regional Police Services Community Safety Council (East Division)
  - Inclusive Spaces Policy
  - Recognitions and Celebrations
- Support
  - Symbols of Hate
    - Background in Clarington
    - Action Taken
    - Future Direction
  - Collaboration and Consistency
  - Resources to address concerns of Racism & Discrimination

M. McDonald stated that the Clarington Diversity Advisory Committee is an advisory board for Clarington Council which provides advice, comments, and recommendations on issues that affect diversity in the community, foster awareness, reduce barriers, promote inclusion, and engage residents. She also stated that the Anti-Black Racism Subcommittee is a liaison between the community and the Diversity Advisory Committee and their focus is to develop strategies to address anti-Black racism and other forms of discrimination in the community.

M. McDonald stated that the Diversity Advisory Committee was formed in 2018 as a response to the growing diversity in the community. She also stated that they create an annual workplan which includes initiatives from committee members and requests for guidance from the community or municipality related to diversity and inclusion. She reviewed some of the work completed by the Committee in recent years.

M. McDonald is requesting the following of the Durham Region Anti-Racism Taskforce:

- To support their work by recommending that Regional Council support the same advocacy;
- When there is an opportunity / vacancy on the Durham Region Anti-Racism Task Force, that representation from Clarington be included in the membership to ensure their issues and concerns are discussed by the group; and
- To ensure consistency across the Region, to request support from the Durham Region Anti-Racism Task Force to be able to address and provide resources for Clarington residents.

M. McDonald responded to questions with regards to addressing symbols of hate and supporting residents; and if there is any development regarding jurisdiction with the Ontario Human Rights Commission.

B) Jaihun Sahak, Durham Children's Aid Society, re: Child Welfare Redesign Strategy

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Jaihun Sahak of the Durham Children's Aid Society provided a PowerPoint presentation with regards to the Child Welfare Redesign Strategy.

Highlights of the presentation included:

- Kasserian Ingera
- The Focus
- The Outcomes for Families
- Systemic Outcomes
- Co-Design
- Co-Create

- Co-Produce
- Co-Deliver

J. Sahak stated that Durham Children's Aid Society (CAS) has launched an urgent response model to the child welfare redesign called Kasserian Ingera. He stated that the main focus of the redesign is to transform children and family services to strengthen families and communities by prevention, early intervention, and finding more permanent homes for children and youth that cannot stay in their own homes or communities.

J. Sahak stated that the strategy is designed so that the outcome for families is less intrusive, their voices are being heard, they are being connected with families, communities and cultures, and ensuring that children, youth and families are being supported in their communities. J. Sahak provided various examples of calls that were heavily biased towards marginalized or racialized communities and reviewed how the redesign seeks successful outcomes for the child welfare system.

J. Sahak advised that Durham CAS has reached out to Durham Region to focus resources on addressing the over-representation of Black and Indigenous children in the child welfare system. He also advised that consultations were set up with the community and internally with their own staff, youth, foster parents and caregivers, and executive directors and staff from service providers to understand what is causing the over representation within the system.

J. Sahak stated that a number of Black-led agencies within Durham were invited to propose how they would proceed with the project and advised that the request for proposal from Ifarada Centre of Excellence was accepted. J. Sahak advised that upon initial contact with Durham CAS, families identifying as Black or bi-racial will be given the opportunity to receive service from Ifarada or stay with Durham CAS to ensure the best outcomes for the families.

J. Sahak advised that the goal is to replicate the model across all of Ontario. He added that the project is a three-year pilot that will be going through a robust evaluation process from the beginning. He stated that Durham CAS has partnered with an evaluator that has worked on the One Vision One Voice project and the University of Toronto will also be a part evaluator.

J. Sahak responded to questions with regards to receiving push back from the community; the number of Black foster parents and whether there are enough to help the Black children in care; closing the loop of accountability on the organization; education for non-racialized people who are caring for racialized children; potential internal resistance to the model and how it was approached; addressing having Black children placed in Black family homes; education available to those who have a duty to report on how the new model will work moving forward; how the information for the new model is being provided to the Indigenous and Black communities; and how the new model will assist youth when they age out of the program.

**7. Information Items**

There were no information items.

**8. Discussion Items**

**A) DRART Infographic**

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Hanna Mohammed shared an infographic that was put together by the graphic design team outlining the milestones of the Durham Region Anti-Racism Taskforce and that can be shared online to show members of the public what the taskforce has implemented since its inception. At the request of H. Mohammed, members of the committee provided their feedback on the infographic.

H. Mohammed advised that the communications team will develop social media products that can be shared with the community and advised that the social media products will be provided to members of the committee.

**B) DRART Letter of Support for Racialized Ukrainian Immigrants**

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Councillor Lee read the draft Letter of Support for Racialized Ukrainian Immigrants to committee members which would be sent out by Councillor Lee on behalf of the Durham Region Anti-Racism Taskforce.

A. Hector-Alexander advised that the letter would be provided to members of the committee and requested their feedback. Discussion ensued with regards to members of Provincial parliament, other diversity communities, and all municipalities in Ontario being copied on the letter.

**C) Sub-Working Group Updates**

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**1. Create an Anti-Racist Practices Standard for a Variety of Sectors Including the 8 Local Municipalities**

J. Williamson provided the following update:

- The sub-working group has been working on having a consistent document through the academic, healthcare, and business sectors on how to report anti-racist practices and removing duplicate processes.

**2. Support Anti-Racism Education in Schools**

K. Vieneer advised that the sub-working group has not had an opportunity to meet since the last meeting.

**3. Create a Durham Region Anti-Racism Hub**

Councillor Lee provided the following update:

- The sub-working group has been compiling the contact information of all the Durham Region diversity groups that are currently in existence and stated that it is a key facet for the hub.
- There has been discussion regarding creating a common language between the subcommittees and all Durham Region municipalities as it would be more productive if the taskforce and Region were speaking in a common language.
- There has been brainstorming on ways to appeal to community members, such as by creating videos on different topics and connecting it to the hub.

4. Education for the Broader Community

F. Ahmed provided the following update:

- The excel spreadsheet has been cleaned up to ensure the information presented is streamlined, and the main focus is on Black, Indigenous, and 2SLGBTQI+ communities.
- The sub-working group is hoping to get assistance from the students in terms of validating the information and seeking consent from organizations to post their information on our websites.
- She provided the following updates on the tabs on the excel spreadsheet:
  - Prepared a list of speakers to utilize to bring different lens and perspectives to the conversation.
  - Prepared a list of organizations from within and outside Durham Region that focus on Black, Indigenous, and 2SLGBTQI+ communities.
  - Prepared a list of potential funding opportunities from the Federal government, with the potential of Provincial and Municipal funding.
  - Topics have been broken up into key areas and subtopics for speakers and different areas to explore.
  - Prepared a calendar of events
  - Prepared a community mapping tool to allow for community members to search for services and organizations.
- S. Caibaiosai advised that the sub-working group is proposing to hold an annual cultural event in Durham Region in partnership with other community partners, leaders, educators, businesses, and service organizations to host local vendors, artisans, performers and cultural food makers.

A. Hector-Alexander responded to questions with regards to the event being facilitated by Durham Region and the timelines for preparing for such an event.

A. Hector-Alexander advised that the Diversity, Equity and Inclusion Division has two students that are available to assist the subcommittee groups where needed.



**9. Other Business**

A) Traditional Territory Acknowledgment

Discussion ensued with regards to modifying the current Traditional Territory Acknowledgment that is read at the beginning of Durham Region Anti-Racism Taskforce meetings.

**10. Date of Next Meeting**

The next regularly scheduled Durham Region Anti-Racism Taskforce meeting will be held on Thursday, June 30, 2022 at 7:00 PM in the Council Chambers, Regional Headquarters Building, 605 Rossland Road East, Whitby.

**11. Adjournment**

Moved by K. Vieneer, Seconded by C. Oyeniran,  
That the meeting be adjourned.

CARRIED

The meeting adjourned at 8:57 PM

Respectfully submitted,

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Councillor Lee, Chair

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K. Smith, Committee Clerk




**TOWN OF AJAX**  
65 Harwood Avenue South  
Ajax ON L1S 3S9 [www.ajax.ca](http://www.ajax.ca)

The Rt. Hon. Justin Trudeau  
Prime Minister of Canada  
Office of the Prime Minister  
80 Wellington Street  
Ottawa, ON K1A 0A2  
[justin.trudeau@parl.gc.ca](mailto:justin.trudeau@parl.gc.ca)

**Sent by E-Mail**

March 1, 2022

 Corporate Services Department Legislative Services Division	
Date & Time Received:	March 02, 2022 1:27 pm
Original To:	CIP
Copies To:	
Take Appropriate Action <input type="checkbox"/> File <input type="checkbox"/>	
Notes/Comments:	

**Re: Support for Bill C-229, the Banning Symbols of Hate Act**

The following resolution was passed by Ajax Town Council at its meeting held on February 28, 2022:

**WHEREAS** the use of hate symbols is on the rise in Canada, most recently seen at the convoy protests in downtown Ottawa. These overt displays of hate, violence, and intimidation destabilize the inclusive fabric of our community and have no place in our country;

**AND WHEREAS** the Town of Ajax recognizes the discrimination and systemic hatred, violence, and injustices experienced by underrepresented communities who are targeted because of their identity (e.g. racialized, persons of colour, religious beliefs, sexual orientation, gender, unidentifiable/identifiable disabilities, etc.);

**AND WHEREAS** Section 319 of the Criminal Code makes it an offence to publicly incite or willfully promote hatred, and private member's Bill C-229 would amend Section 319 to address growing violence and hatred within Canadian communities by banning symbols, emblems, flags and uniforms used to promote or incite hatred and violence, such as the Nazi swastika and the Ku Klux Klan's insignia;

**AND WHEREAS** Bill C-229 is an opportunity to make all Canadians feel safer in the communities that they live;

**NOW THEREFORE BE IT RESOLVED THAT:**

1. Ajax Council endorses Bill C-229, an Act to Amend the Criminal Code (banning symbols of hate); and
2. A copy of this resolution be forwarded to the Right Honourable Justin Trudeau, Prime Minister of Canada, the Honourable Mark Holland, MP for Ajax, Federal Leaders of the Opposition, Peter Julian, MP for New Westminster – Burnaby and C-229 bill sponsor, the Ajax Provincial Constituency Office, the Regional Municipality of Durham and lower-tier municipalities in Durham Region, and the Ontario Big City Mayors.

If you require further information please contact me at 905-619-2529 ext. 3342 or [alexander.harras@ajax.ca](mailto:alexander.harras@ajax.ca).

Sincerely,

A handwritten signature in blue ink, appearing to be 'AH' followed by a long horizontal stroke.

Alexander Harras  
Manager of Legislative Services/Deputy Clerk

Copy: Mayor S. Collier  
Councillor A. Khan  
Hon. Mark Holland, MP for Ajax  
Federal Leaders of the Opposition  
Peter Julian, MP for New Westminster – Burnaby and Bill C-229 sponsor  
Ajax Provincial Constituency Office  
Region of Durham  
All Durham Region municipalities  
Ontario's Big City Mayors




**TOWN OF AJAX**  
65 Harwood Avenue South  
Ajax ON L1S 3S9 [www.ajax.ca](http://www.ajax.ca)

Mayor Jeff Lehman, Chair  
Ontario's Big City Mayors  
[info@ontariobigcitymayors.ca](mailto:info@ontariobigcitymayors.ca)

**Sent by E-Mail**

March 1, 2022

 Corporate Services Department <b>Legislative Services Division</b>	
Date & Time	March 02, 2022
Received:	1:30 pm
Original To:	CIP
Copies To:	
Take Appropriate Action	<input type="checkbox"/> File <input type="checkbox"/>
Notes/Comments:	

**Re: Support of the NCCM Anti-Islamophobia Municipal Recommendations**

The following resolution was passed by Ajax Town Council at its meeting held on February 28, 2022:

**WHEREAS** in 2019 the Province of Quebec enacted Bill 21 (an act respecting the laicity of the state) which prohibits public servants from wearing religious symbols in the exercise of their public service functions, including turbans, hijabs, yarmulke, the cross, and many others;

**AND WHEREAS** the Town of Ajax has a racialized majority of 56% and strives to create more positive spaces, policies and programming to help celebrate diversity, inclusion and equality regardless of a person's race, ancestry, place of origin, colour, ethnic origin, disability, citizenship, creed, sex, sexual orientation, gender identity, age, marital status, religion, literacy, language and/or socioeconomic status, etc.;

**AND WHEREAS** Bill 21 is a divisive law that perpetuates exclusion, discrimination, and class division by increasing systematic barriers to employment;

**AND WHEREAS** the National Council of Canadian Muslims (NCCM) presented the following recommendations for municipalities at the 2021 National Summit on Islamophobia:

1. Pass municipal street harassment bylaws that are proportional and constitutional, such as the approach now being adopted in Edmonton after an NCCM initiative. Bylaws should also address clearly hateful verbal assaults and give authorities the ability to ticket and fine when necessary.
2. Municipalities provide dedicated funding for local community-based anti-Islamophobia initiatives.
3. Mayors should build Anti-Islamophobia Advisory Councils/Circles while ensuring that there is appropriate representation of diverse local Muslim communities.
4. Municipalities dedicate specific funding for anti-Islamophobia public awareness campaigns.
5. Invest in celebrating the history of local Canadian Muslims and initiatives through a concrete program that brings these figures and names to the forefront of local-level recognition. Municipalities should fund events and spaces where their accomplishments are celebrated in a way that clearly shows that Muslims have made real contributions to Canadian society and are far from the violent caricatures that constantly make the news.

6. Redirect funding towards alternative measures to policing in municipal budgets.
7. Develop models for training young Muslim leaders for the future such as the Youth Fellowship program in Toronto;

**AND WHEREAS** on January 26, 2022, City of Brampton Council endorsed a motion for consideration by the Federation of Canadian Municipalities (FCM) Board that the FCM:

1. condemns hate and racism in all its forms, including Islamophobia;
2. endorses the municipal recommendations to address Islamophobia advanced by the NCCM;
3. recommends that members also endorse the NCCM's recommendations within one calendar year; and
4. calls on the federal government to consult municipalities in the process of establishing an Office of the Special Representative to address Islamophobia;

**NOW THEREFORE BE IT RESOLVED THAT:**

1. Ajax Council endorse the municipal recommendations as prepared by the NCCM for the National Summit on Islamophobia;
2. Ajax Council requests the FCM to enact the anti-Islamophobia recommendations proposed by Brampton Council; and
3. That a copy of this Resolution be sent to the Ontario Big City Mayors, the Honourable Mark Holland, MP for Ajax, the Ajax Provincial Constituency Office, the Regional Municipality of Durham and lower-tier municipalities in Durham Region, the City of Brampton, and the NCCM.

If you require further information please contact me at 905-619-2529 ext. 3342 or [alexander.harras@ajax.ca](mailto:alexander.harras@ajax.ca).

Sincerely,



Alexander Harras  
Manager of Legislative Services/Deputy Clerk

Copy: Regional Councillor S. Lee  
Councillor A. Khan  
Hon. Mark Holland, MP for Ajax  
Ajax Provincial Constituency Office  
Region of Durham  
All Durham Region municipalities  
City of Brampton  
National Council of Canadian Muslims