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**The Regional Municipality of Durham**  
**Durham Region Anti-Racism Taskforce Minutes**

**Thursday, April 23, 2026**

A regular meeting of the Durham Region Anti-Racism Taskforce was held on Thursday, April 23, 2026 in the Whitby Meeting Room, Main Level, Regional Headquarters Building, 605 Rossland Road East, Whitby, Ontario at 7:03 PM.

N. Samuel assumed the Chair.

**1. Traditional Territory Acknowledgement**

Chair Samuel read the following land acknowledgement:

The Region of Durham exists on lands that the Michi Saagiig Anishinaabeg inhabited for thousands of years prior to European colonization. These lands are the traditional and treaty territories of the Nations covered under the Williams Treaties, including the Mississaugas of Scugog Island First Nation, Alderville First Nation, Hiawatha First Nation, Curve Lake First Nation, and the Chippewa Nations of Georgina Island, Beausoleil and Rama.

We honour, recognize, and respect Indigenous Peoples as rights holders and stewards of the lands and waters on which we have the privilege to live. In our efforts towards reconciliation, we continue to build and strengthen relationships with First Nations, as well as the growing Inuit communities and large Métis communities here in Durham. We commit to learning from Indigenous values and knowledge, building opportunities for collaboration, and recognizing that we are all connected.

**2. Roll Call**

Electronic participation was offered for this meeting.

\* all individuals participated electronically.

Members

Present: N. Samuel, Industry/Association/Public Institution Representative, Chair  
PG Case, Industry/Association/Public Institution Representative, Vice-Chair  
S. Almeida-Schroen, Community Member  
A. Frempong, Community Member  
B. Goodwin, Commissioner of Corporate Services  
M. Hamel-Nelis, Industry/Association/Public Institution Representative  
A. Kong, Industry/Association/Public Institution Representative  
J. Koon Nyemb, Community Member, attended the meeting at 7:21 PM  
T. Morris, Industry/Association/Public Institution Representative  
J. Munawa, Community Member

K. Smith, Community Member  
J. Williamson, Industry/Association/Public Institution  
Representative

**Members**

Absent: E. Baxter-Trahair, Chief Administrative Officer  
S. Bookal, Community Member  
S. Byfield, Community Member  
R. Coelho, Community Member  
Councillor Lee, Regional Council  
Councillor Shahid, Regional Council

Staff Present: A. Hector-Alexander, P. Hines, R. Inacio, N. Honarbakhsh, A. Sharma, and K. Smith

**3. Declarations of Pecuniary Interest**

There were no declarations of pecuniary interest.

**4. Adoption of Minutes**

Moved by PG Case, Seconded by M. Hamel-Nelis,  
That the minutes of the regular Durham Region Anti-Racism Taskforce  
meeting held on Thursday, March 26, 2026, be adopted.

**Carried**

**5. Delegations**

There were no delegations.

**6. Presentations**

There were no presentations.

**7. Information Items**

**A) Together Against Hate Durham Update**

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N. Honarbakhsh advised that the Together Against Hate Durham Policy recommendations report was presented to the Finance and Administration Committee on April 14, 2026 and will be presented to Regional Council on April 29, 2026. She stated that Committee member, A. Frempong, was present to provide a portion of the presentation to the Finance and Administration Committee. P. Hines thanked A. Frempong for being present at the meeting to show representation from the Durham Region Anti-Racism Taskforce.

A. Frempong thanked A. Hector-Alexander, P. Hines, N. Honarbakhsh and A. Sharma for the opportunity to present the Together Against Hate Durham update.

## 8. Discussion Items

### A) Subcommittee Updates

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#### 1. EDI Working Group

A. Frempong advised that the EDI working group is looking to connect with DEI groups across Durham Region. She advised that she has reached out to coordinate the Durham Region EDI plan and framework with the lower tier municipalities. She further advised that P. Hines has not received responses from other DEI groups across Durham Region and will be following up. The City of Oshawa is hosting a DEI Forum on April 25, 2026 and will provide an update on the event at the next subcommittee meeting.

#### 2. Education Working Group

A. Hector-Alexander advised that the education working group is continuing to plan for the 2026 Municipal symposium and made the decision to push the date to May 30, 2026. She advised that the save-the-date invitations have been sent to EDI staff at the lower tier municipalities and will be provided to Committee members shortly. She further advised that the event is being positioned as a DRART initiative and encouraged Committee members to take part in the planning and assist with the delivery of the event.

#### 3. DRPS Working Group

N. Honarbakhsh advised that the DRPS working group has had two meetings with DRPS and is bringing two recommendations to the Committee for consideration. The first being through the Building Bridges Program to offer a session for youth and the second being a recommendation to support training to officers.

N. Honarbakhsh further advised that the DRPS working group has been discussing ways to respond to the matter leading to the investigation of the Deputy Chief and are looking to provide the following recommendations at the May 19, 2026 Durham Regional Police Services Board meeting:

- Reinstating DRPS Diversity Advisory Council with consistent touch points with DRART
- For the Board to allocate resources to the recruitment of racialized officers
- Development of a formalized process for employees to safely and anonymously report incidents of racism, discrimination and harassment within the police service
- Report the numbers of the amount of racialized people with DRPS who got promoted on a yearly basis
- Conducting an employee census to collect demographic data, measure equity and inclusion progress, and identify gaps in representation for groups facing systemic barrier

Discussion ensued with regards to reporting incidents of hate or discrimination within the workplace; collecting of demographic data; and the status of conducting an employee census for DRPS employees.

N. Honarbakhsh stated that the Hate Crime Unit Lead, Bryon Bacon, will be providing a presentation at the May 28, 2026 DRART meeting.

**9. Other Business**

There was no other business to be considered.

**10. Date of Next Meeting**

The next regularly scheduled Durham Region Anti-Racism Taskforce meeting will be held on Thursday, May 28, at 7:00 PM.

**11. Adjournment**

Moved by PG Case, Seconded by A. Frempong,  
That the meeting be adjourned.

**Carried**

The meeting adjourned at 7:32 PM

Respectfully submitted,

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N. Samuel  
Chair, Durham Region Anti-Racism Taskforce

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K. Smith  
Committee Clerk