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The Regional Municipality of Durham
Durham Region Anti-Racism Taskforce Minutes
Tuesday, November 27, 2025

A regular meeting of the Durham Region Anti-Racism Taskforce was held on Thursday, November 27, 2025 in Council Chambers, Regional Headquarters Building, 605 Rossland Road East, Whitby, Ontario at 7:00 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
S. Byfield, Community Member
R. Coelho, Community Member
A. Frempong, Community Member
B. Goodwin, Commissioner of Corporate Services
A. Kong, Industry/Association/Public Institution Representative
J. Koon Nyemb, Community Member, attended the meeting at 7:09 PM
Councillor Lee, Regional Council
T. Morris, Industry/Association/Public Institution Representative

J. Munawa, Community Member
K. Smith, Community Member, attended the meeting at 7:13 PM

Members

Absent: E. Baxter-Trahair, Chief Administrative Officer
S. Bookal, Community Member
M. Hamel-Nelis, Industry/Association/Public Institution Representative
B. Nelson, Industry/Association/Public Institution Representative
Councillor Shahid, Regional Council
J. Williamson, Industry/Association/Public Institution Representative
G. Wilson-Beier, Community Member

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

3. Declarations of Pecuniary Interest

There were no declarations of pecuniary interest.

4. Adoption of Minutes

Moved by A. Frempong, Seconded by R. Coelho,
That the minutes of the regular Durham Region Anti-Racism Taskforce meeting held on Thursday, October 23, 2025, be adopted.

Carried

5. Delegations

There were no delegations.

6. Presentations

- A) Kiersten Allore-Engle, Manager, Community Safety and Well-Being (CSWB), Diversity, Equity and Inclusion, Regional Municipality of Durham
Re: Community Safety and Well-Being Updated Plan
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Kiersten Allore-Engle, Manager, Community Safety and Well-Being (CSWB), Diversity, Equity and Inclusion, Regional Municipality of Durham, provided a PowerPoint presentation with regards to Community Safety and Well-Being Plan (2025-2029).

Highlights of the presentation included:

- Community Safety and Well-Being Plan
- CSWB Plan: Framework
- Stone Soup: A Story of Collective Impact
- Guide to Community Resources for Seniors and Older Adults
- How did we get here?

- Experiences of Racism: Roadmap for Collective Impact
- Proposed Key Actions and Risk Factor Data Points: Experiences of Racism
- CSWB Video

K. Allore-Engle responded to questions from the Committee with regards to when feedback would need to be received by and how the Community Safety and Well-Being plan is being shared with the area municipalities.

7. Information Items

A) Together Against Hate Durham Update

N. Honarbakhsh thanked Committee members for their help on the Together Against Hate Durham conference. She advised the conference was well received and they are currently on to Phase 4 of the project to develop evidence-based policy recommendations. There are nine policy recommendations and staff will be partnering with Trent University to identify the top five to bring to Regional Council in March 2026.

N. Honarbakhsh further advised the second Together Against Hate Durham campaign video has launched. The Together Against Hate Durham: Parent & Caregiver Video was played for Committee members.

8. Discussion Items

A) Workplan Review and Sub-Committee Discussion

A. Hector-Alexander provided a brief overview on what each of the three sub-committee groups are working on and advised that more Committee members, especially newly-appointed members, are required to participate in a sub-committee.

Discussion ensued with regards to the sub-committee groups priorities and where help is required.

A. Hector-Alexander requested that Committee members advise which sub-committee they would like to join by Monday, December 1st.

B) Municipal Symposium

A. Hector-Alexander requested feedback from Committee members on when it would be best to start planning the municipal symposium for 2026; recommendations on the key focus areas; potential speakers; and the space for the event. She stated the education sub-committee group will initiate symposium planning in late 2025 or early 2026.

Discussion ensued with regards to the spread of misinformation and online hate; requesting that Victim Services provide a tutorial on their upcoming hate reporting tool; and timing to host the municipal symposium.

A. Hector-Alexander responded to a question with regards to whether the event is a free event and if it is open to the public. She explained that the symposium is open to Municipal DEI related committees and taskforces. It is a free event.

A. Hector-Alexander requested that Committee members provide feedback by Monday, December 1st.

C) Training Topics

A. Hector-Alexander requested feedback from Committee members on any training topics where the Taskforce feels there may be a potential gap. This will help staff explore ways on how to support and facilitate training either during regularly scheduled meetings or through special training sessions.

A. Hector-Alexander advised they would like to invite Shellene Drakes-Tull for a capacity strengthening session for the Taskforce.

D) Update Items Within the Terms of Reference

A. Frempong stated she reviewed the DRART Terms of Reference and provided an overview of her suggested changes, as follows:

- the scope of activities have more plain language in terms of the expectation of members being on a sub-committee versus being expected to participate;
- that DRART members be expected to attend at least two DRART-related events per calendar year;
- that the composition be adjusted to reflect to correct number of members to be 15-18 members;
- having one Regional Council member and one alternate rather than two Regional Council members and one alternate;
- adding that the CAO has a designated alternate to reflect what is stated on the website;
- stating how many voting members there are on the Committee;
- change the wording with respect to the number of representatives from organizations that states “a minimum of three (3)” to state “a maximum of six (6)”;
- revisiting the wording with respect to the non-attendance of three consecutive meetings being sufficient grounds for replacement to also include members must attend the majority of meetings within a calendar year;

- with respect to membership selection, adding in wording to reflect that recruitment may take a minimum of three (3) months to a maximum of six (6) months to fill a vacant position; and
- remove the wording in Section 6.6 that Regional Council shall appoint the CAO to the DRART as the CAO is noted as a designated position under composition.

Moved by Councillor Lee, Seconded by PG Case,

That the meeting be closed to the public in order to consider a matter that is subject to personal matters about identifiable individuals regarding Committee member attendance.

Carried

[See Closed DRART Meeting Minutes of November 27, 2025]

K. Smith advised that there were no motions made or direction given during the closed session.

It was the consensus of the Committee to provide the recommended changes to staff for consideration and to figure out the next steps.

Moved by Councillor Lee, Seconded by A. Frempong,

That the suggested revisions to the Terms of Reference be brought back to the Durham Region Anti-Racism Taskforce at a future meeting for staff to provide an update on how to execute potential changes.

Carried

A. Hector-Alexander advised she would consult with the Regional Clerk on the DRART Terms of Reference suggested changes and report back to Committee at a future meeting.

E) Subcommittee Updates

1. DRPS Working Group

Councillor Lee provided an update on behalf of the DRPS Working Group and stated that standing monthly meetings have been taking place and at the last meeting discussion took place on the rules of engagement when situations happen in the community, and how to advise the public on the situation in order to reduce the spread of misinformation.

Discussion ensued with regards to educating the public on certain DRPS operations, and separating and determining crimes that are not hate motivated.

2. EDI Working Group

P. Hines provided an update on behalf of the EDI Working Group and stated they have provided input on the policy recommendations for the Together Against Hate Durham campaign. P. Hines requested feedback from Committee members that

were able to attend the Together Against Hate Durham conference and added that they will review the draft policy report in the new year.

3. Education Working Group

A. Hector-Alexander advised the education working group will be turning their attention to the planning of the 2026 Municipal symposium.

9. **Other Business**

A) Palestine Flag Raising

Councillor Lee advised the Town of Ajax held a flag raising ceremony on November 26, 2025 to raise the Palestinian flag and had over 100 people at the event.

Discussion ensued with regards to having a flag raised at the Regional Municipality of Durham Headquarters and the policy around it. A. Hector-Alexander advised she would share the flag raising policy and link to request a flag raising ceremony.

10. **Date of Next Meeting**

The next regularly scheduled Durham Region Anti-Racism Taskforce meeting will be held on Thursday, January 22, 2026 at 7:00 PM.

11. **Adjournment**

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

Carried

The meeting adjourned at 8:49 PM

Respectfully submitted,

N. Samuel
Chair, Durham Region Anti-Racism Taskforce

K. Smith
Committee Clerk