

Agenda

Diversity, Inclusion and Anti-Oppression Community Advisory Committee

The 1st meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee
December 13, 2023, 4:00 PM

Advisory Committee Virtual Meeting - Please check the City website for current details

The City of London is situated on the traditional lands of the Anishinaabek (AUh-nish-in-ah-bek), Haudenosaunee (Ho-den-no-show-nee), Lūnaapéewak (Len-ah-pay-wuk) and Attawandaron (Add-a-won-da-run).

We honour and respect the history, languages and culture of the diverse Indigenous people who call this territory home. The City of London is currently home to many First Nations, Métis and Inuit today.

As representatives of the people of the City of London, we are grateful to have the opportunity to work and live in this territory.

The City of London is committed to making every effort to provide alternate formats and communication supports for meetings upon request. To make a request specific to this meeting, please contact advisorycommittee@london.ca.

Pages

1. **Call to Order**
 - 1.1 Disclosures of Pecuniary Interest
2. **Opening Ceremonies**
 - 2.1 Acknowledgement of Indigenous Lands
 - 2.2 Traditional Opening
3. **Scheduled Items**
 - 3.1 4:00 PM – Evelina Skalski, Deputy City Clerk re Community Advisory Committee Guidelines Discussion
 - 3.2 4:15 PM – Krista Arnold, Equity and Inclusion Advisor re Workplace Equity and Inclusion Action Plan
 - 3.3 4:25 PM – Kinga Koltun, Senior Coordinator, Community Engagement, Equity and Inclusion and Zahra Khawaja, Coordinator, Anti-Hate Project re Anti-Hate Project
4. **Consent**
 - 4.1 11th and 12th Reports of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee 2
5. **Sub-Committees and Working Groups**
6. **Items for Discussion**
 - 6.1 DIACAC Future Directions 4
7. **Adjournment**

Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

11th Special Meeting of the Diversity, Inclusion and Anti-Oppression
Community Advisory Committee
November 14, 2023

Attendance R. O'Hagan (Chair), K. Burke, P. Gill, R. Gill, B. Hill and L.
Ochoa and H. Lysynski (Acting Committee Clerk)

ALSO PRESENT: E. Skalski

The meeting was called to order at 4:01 PM

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

2. Opening Ceremonies

2.1 Acknowledgement of Indigenous Lands

That it BE NOTED that the meeting was opened with an
Acknowledgement of Indigenous Lands by R. O'Hagan.

2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

3. Scheduled Items

None.

4. Consent

None.

5. Sub-Committees and Working Groups

None.

6. Items for Discussion

6.1 Budget Discussion - Diversity, Race Relations and Inclusivity Awards

That the request from the Awards and Recognition Sub-Committee for
budget allocation of up to \$2,500.00 for the 2023 Diversity, Race Relations
and Inclusivity Award, BE APPROVED.

7. Adjournment

The meeting adjourned at 4:11 PM.

Diversity, Inclusion and Anti-Oppression Community Advisory Committee Report

The 12th Meeting of the Special Diversity, Inclusion and Anti-Oppression
Community Advisory Committee
November 30, 2023

Attendance R. O'Hagan (Chair), S. Atieh, K-A. Burke, P. Gill, D. Godwin, B.
Hill, M. Stothers and N. Syed and H. Lysynski (Acting Clerk)

ALSO PRESENT: E. Skalski

The meeting was called to order at 4:00 PM; it being noted that
this meeting was held virtually.

1. Call to Order

1.1 Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

2. Opening Ceremonies

2.1 Acknowledgement of Indigenous Lands

That it BE NOTED that R. O'Hagan provided an Acknowledgement of
Indigenous Lands.

2.2 Traditional Opening

That it BE NOTED that there was no Traditional Opening.

3. Scheduled Items

None.

4. Consent

None.

5. Sub-Committees and Working Groups

None.

6. Items for Discussion

None.

7. Confidential

Personal Matter/Identifiable Individual

That the Diversity, Inclusion and Anti-Oppression Community Advisory
Committee convened in Closed Session for the purpose of undertaking the
following:

7.1 Personal Matter/Identifiable Individual

A personal matter pertaining to identifiable individuals, including municipal
employees, with respect to the 2024 Mayor's New Year's Honour List.

The Diversity, Inclusion and Anti-Oppression Community Advisory Committee
convened in Closed Session from 4:01 PM to 4:45 PM.

8. Adjournment

The meeting adjourned at 4:46 PM.

Shekoli swakweku, As I come to the end of my position as a voting member with this committee, I am asking that the future work of this committee begin to consider getting more vocal with the advisory function and to be viewed as a vital part of the Municipal Structure. I believe that this committee should be addressing policy change in the forms of more inclusion language, participating in debate on issues facing City Council in areas of Human Rights, Reconciliation, Inclusion, and Equity and creating a more welcoming environment for equity seeking groups just to name a few items. I feel this committee has a role in working with the ARAO Team and assisting with the efforts to make London a more equitable and fair community for all and not just a lucky few. I have been involved in this work for a great number of years and had hoped my participation with this committee would have been part of the decision making process in how Council answers calls from community members that are struggling with societal inequities. My question is: what is the true role of this committee? Is there any authority with this committee to actually suggest and "advise" council in matters of Human Rights, Reconciliation, Inclusion, and Equity? Acknowledging and bringing those that do great community work to the public view is one of the matters that we have been doing annually but I believe that we should be doing more. I would like to see a standard agenda item that addresses current issues in an effort to promote change within this system that we operate. Making it easier and more inviting for the community to come forward and share their vision and action plans to address the issues that nobody wants to mention.

I have been involved with these efforts as an Indigenous community member for almost 40 years and will continue with my efforts regardless of what "table" I am sitting at. I believe that true change is possible and the beginning steps need to be taken by those that are seen as leaders in our community.

Yaw^ko
Brian Hill
Voting member
DIACAC