

# Agenda

## Diversity, Inclusion and Anti-Oppression Community Advisory Committee

2nd Meeting of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

February 8, 2024, 4:00 PM

Committee Room #5

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](mailto:advisorycommittee@london.ca).

Pages

1. **Call to Order**
  - 1.1 Disclosures of Pecuniary Interest
  - 1.2 Election of Chair and Vice Chair
2. **Opening Ceremonies**
  - 2.1 Acknowledgement of Indigenous Lands
  - 2.2 Traditional Opening
3. **Scheduled Items**
  - 3.1 4:05 PM Sanjay Govindaraj, Director, Anti-Racism and Anti-Oppression - Introduction
4. **Consent**
  - 4.1 1st Report 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

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

Attendance P. Gill (Acting Chair), S. Atieh, K-A. Burke, B. Hill, M. Stothers and L. Ochoa and H. Lysynski (Acting Clerk)

ABSENT: S. Evoy, N. Fahd, N. Fragis, R. Gill, D. Godwin, R. O'Hagan, J. Pineda and N. Syed

ALSO PRESENT: Councillor J. Pribil; K. Arnold, J. Gomez, Z. Khawaja, P. Masse, E. Skalski

The meeting was called to order at 4:02 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 the meeting was opened with an Acknowledgement of Indigenous Lands by P. Gill.

### 2.2 Traditional Opening

That it BE NOTED that no Traditional Opening was received.

## 3. Scheduled Items

### 3.1 Community Advisory Committee Guidelines Discussion

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee heard a verbal presentation from E. Skalski, Deputy City Clerk, with respect to the roles and responsibilities of members relating to confidential matters.

### 3.2 Workplace Equity and Inclusion Action Plan

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee heard a verbal presentation and received the attached revised presentation from K. Arnold, Equity and Inclusion Advisor, with respect to the City of London Workplace Equity and Inclusion Action Plan.

### 3.3 Anti-Hate Project

That it BE NOTED that the Diversity, Inclusion and Anti-Oppression Community Advisory Committee heard a verbal presentation from Z.

Khawaja, Coordinator, Anti-Hate Project, with respect to the Anti-Hate Project.

**4. Consent**

4.1 11th and 12th Reports of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee

That it BE NOTED that the 11th and 12th Reports of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee, from its meetings held on November 14 and 30, 2023, were received.

**5. Sub-Committees and Working Groups**

None.

**6. Items for Discussion**

6.1 DIACAC Future Directions

That the communication from B. Hill, with respect to potential future directions of the Diversity, Inclusion and Anti-Oppression Community Advisory Committee (DIACAC) BE POSTPONED to the January, 2024 DIACAC meeting.

**7. Adjournment**

The meeting adjourned at 5:07 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